



Information and Technology for Better Decision Making

2011 Workplace and Equal Opportunity Survey of Reserve Component Members

Tabulations of Responses

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2011 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS: TABULATIONS OF RESPONSES

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2011 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF RESERVE COMPONENT MEMBERS: TABULATIONS OF RESPONSES

Introduction to the Survey

The *Human Resources Strategic Assessment Program* (HRSAP), Defense Manpower Data Center (DMDC), conducts both Web-based and paper-and-pen surveys to support the personnel information needs of the Under Secretary of Defense for Personnel and Readiness (USD[P&R]). These surveys assess the attitudes and opinions of the entire Department of Defense (DoD) community on a wide range of personnel issues. *Human Relations Surveys* are in-depth studies of topics and populations, often requiring both Web-based and paper-and-pen surveys.

This report contains tabulations of responses from the *2011 Workplace and Equal Opportunity Survey of Reserve Component Members* (2011 WEOR) conducted December 29, 2011 to June 18, 2012. This introduction (1) summarizes the survey content, (2) defines the total population surveyed and the subgroups used in tabulations of responses, (3) summarizes the survey methodology,¹ and (4) provides details on how to use the tabulations. The tabulations and a copy of the survey items follow this introduction.²

Survey Content

The 2011 WEOR fulfills the Congressional mandate outlined in Title 10 U.S.C. 481(a)(2)(B) for Department of Defense quadrennial assessments of racial and ethnic issues and discrimination. The 2011 WEOR is the second DMDC Reserve component survey of racial/ethnic issues and was modeled on previous DMDC surveys of Reserve component and active duty members, the *2007 Workplace and Equal Opportunity Survey of Reserve Component Members* and the *2009 Workplace and Equal Opportunity Survey of Active Duty Members*. These surveys were designed to estimate the level and consequences of racial/ethnic harassment and discrimination. A copy of the survey is provided on page 563. The current survey was subdivided into the following 14 topic areas:

1. *Background Information*—Reserve component,³ gender, paygrade, race/ethnicity, education, marital status, race/ethnicity of spouse/significant other, and children or other legal dependents.
2. *Satisfaction and Retention Intention*—Spouse/family support for participation, years of service, retention intention, satisfaction with several aspects of the National Guard/Reserve, overall satisfaction with military life, and willingness to recommend military and government service.

¹ Details on survey methodology are reported in DMDC (2012b).

² Refer to DMDC (2012a) to view a screen shot version of the survey as it appeared on the Web.

³ To be included in the survey, respondents had to be a member of a Reserve component on December 27, 2011 (Q1). All respondents indicated that they were in a Reserve component (Q1); therefore, Q1 is not included in this tabulation volume.

3. *Tempo*—Number of days spent in compensated National Guard/Reserve status, National Guard/Reserve status, time away from permanent duty station, time away compared to expectations, and impact of time away on military intentions.
4. *Activation/Deployment Status*—Volunteer status, duration, and location within the past 12 months as well as current status and deployments to a combat zone.⁴
5. *Employment/Student Status*—Military technician status, employment status, and student status.
6. *Military Workplace*—Length of time in present military unit; characteristics of immediate supervisor; satisfaction with supervisor, work, and coworkers; organization performance; readiness; morale; unit cohesion; workplace hostility; and mentoring.
7. *Language Training*—Proficiency in language other than English, military-sponsored foreign language training or refresher training, and training effectiveness.
8. *Stress, Health, and Well-Being*—Perceived stress and depression experiences.
9. *Workplace Experiences*—Types and frequency of personal experiences within the military community related to race/ethnicity; DoD's/ Reserve component's responsibility to prevent racial/ethnic harassment and/or discrimination; details pertaining to the most bothersome race/ethnicity-related situation experienced during the 12 months prior to taking the survey including type(s) of incident(s) experienced, where and when it occurred, characteristics of offenders, reactions to the situation, to whom behaviors were reported, reasons for reporting, satisfaction with the complaint process and outcome experience, retaliation for reporting, and reasons for not reporting.
10. *Personnel Policy and Practices*—Views on current racial/ethnic policies and leadership practices and perceptions of race relations within the military.
11. *Training*—Military training received in the past 12 months and perceived effectiveness of training on prevention of racial/ethnic harassment and discrimination.
12. *Social Perceptions*—Personal experiences of racial/ethnic confrontations and exposure to racist /gang messages and organizations.
13. *Military/Civilian Comparisons*—Perceptions of opportunities/conditions in the military compared to civilian employment, and historical comparisons

⁴ Due to an error in survey skip logic, respondents who had been activated in the past 12 months but were not currently activated were not provided an opportunity to give their deployment history in the past 12 months (Q30-Q33). To minimize confusion, Q30 through Q33 are not included in this tabulation volume.

between military and civilian prevalence of racial/ethnic harassment and discrimination.

14. *Further Background Information*—U.S. state or territory in which they currently reside and their religion.

Population and Reporting Categories

The population of interest for the 2011 WEOR consisted of members from the Selected Reserve in Reserve Unit, Active Guard/Reserve (AGR/FTS/AR⁵ Title 10 and Title 32), or Individual Mobilization Augmentee (IMA) programs from the Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), U.S. Air Force Reserve (USAFR), and U.S. Coast Guard Reserve (USCGR),⁶ (1) who had at least six months of service at the time the questionnaire is first fielded and (2) were below flag rank.⁷

Survey results are presented for the total DoD and USCGR populations and by a variety of reporting categories. To form the reporting categories for the tabulations, respondents are classified by their responses to survey items. If the self-reported data are missing, then DMDC's *Reserve Component's Common Personnel Data System* (RCCPDS) is used to impute the subgroup classification at the time of sampling. Survey results are tabulated by component, paygrade, gender, Reserve program, activated/deployed, component by race/ethnicity, and component by paygrade. Definitions for reporting categories follow:

- *Total DoD*—This category includes all DoD Reserve components.
- *Reserve Component*—The components include *Army National Guard (ARNG)*, *U.S. Army Reserve (USAR)*, *U.S. Navy Reserve (USNR)*, *U.S. Marine Corps Reserve (USMCR)*, *Air National Guard (ANG)*, and *U.S. Air Force Reserve (USAFR)*.
- *Paygrade*—The *Enlisted* subgroup includes all enlisted paygrades (*E1 – E9*). The *Enlisted* subgroup is broken into: junior enlisted members (*E1 – E4*) and senior enlisted members (*E5 – E9*). The *Officers* subgroup includes Warrant Officers (*W1 – W5*) and commissioned officers (*O1 – O3 and O4 – O6*). Self-report data are used only to fill in missing administrative data.
- *Gender*—This category is self-explanatory.
- *Reserve Program*—AGR/FTS/AR comprises members in full-time service from all DoD Reserve components. *Reserve Unit* comprises members from each DoD Reserve component who attend weekend drills with Reserve units. Reserve unit members from the ARNG, USAR, ANG, and USAFR can also be categorized as *Military Technician*. Military Technicians are tabulated in the *Military Technician* category and in the *Reserve Unit*

⁵ Names for this program vary among Reserve components: AGR/FTS/AR is a combination of Active Guard/Reserve (AGR), Full-Time Support (FTS), and Active Reserve (AR).

⁶ Although the law does not require quadrennial assessments of racial/ethnic issues of USCGR members, the USCGR asked to participate in this survey.

⁷ The population frame was developed in June 2011 and the survey fielded in December 2011.

category. *IMA* comprises Individual Mobilization Augmentees from the USAR, USNR, USMCR, and the USAFR. With the exception of self-report data for Military Technicians, respondents are categorized using personnel record data only.

- *Activated/Deployed*—The categories *Not Activated Past 12 Months* and *Activated Past 12 Months* indicate whether Reserve component members reported having been activated during the 12 months prior to survey response. Record data are used to create the categories *Not Deployed* and *Deployed*. The category *Not Deployed* indicates that the respondent has not been activated, has not been activated for 30 days or more, or has been activated but has not been deployed within the last 12 months, whereas the category *Deployed* indicates that the members had been activated for 30 days or more and deployed.
- *Race/Ethnicity*—Respondents are classified based on self-reported categories consistent with requirements of the *Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity* (1997). *Hispanic* includes anyone marking that they are Spanish/Hispanic/Latino, regardless of how they answered the question on race. *White*, *Black*, *American Indian/Alaska Native (AIAN)*, *Asian*, and *Native Hawaiian/Pacific Islander (NHPI)* each include only those persons marking a single race and who did not report being Spanish/Hispanic/Latino. *Two or More Races* includes persons marking two or more of the races (*White*, *Black*, *Asian*, *American Indian/Alaska Native*, and *Native Hawaiian/Pacific Islander*) and not reporting being Spanish/Hispanic/Latino.
- *Reserve Component by Race/Ethnicity*—Includes all Reserve components members and provides additional levels of detail for self-reported results by *Race/Ethnicity* (*White* and *Total Minority* which includes *Black*, *Hispanic*, and *Other Race/Ethnicity*). The category *Other Race/Ethnicity* includes Reserve component members who identified as AIAN, Asian, NHPI, or as being of Two or More Races. Due to low representation of these groups, members of these racial/ethnic groups were included in a single category to increase the probability of generating reportable results.
- *Reserve Component by Paygrade*—To provide additional levels of detail for respondents, the tabulation layout also includes three levels of estimates by paygrade, *Enlisted (E1 – E4, E5 – E9)* and *Officers*, excluding *W1 – W5*.
- *USCGR*—This category includes all USCGR members and is further broken down into: race/ethnicity (*White* and *Total Minority* which includes *Black*, *Hispanic*, and *Other Race/Ethnicity*), and paygrade (*Enlisted* including *E1 – E9*, and *Officers* including warrant officers and commissioned officers).

Survey Methodology

DMDC conducts cross-component surveys that provide the DoD with accurate assessments of attitudes and opinions of the entire DoD community using standard scientific methods. Specifically, DMDC's survey methodology meets industry standards that are used by government statistical agencies (e.g., the Census Bureau

and Bureau of Labor Statistics), private survey organizations, and well-known polling organizations. DMDC adheres to the survey methodology best practices promoted by the American Association for Public Opinion Research (AAPOR).⁸

The survey administration process for the 2011 *WEOR* began on December 29, 2011, with the opening of the survey online and announcement e-mails sent to sample members. Announcement letters were mailed out on January 27, 2012 to sample members. The announcement letter explained why the survey was being conducted, how the survey information would be used, and why participation was important. Throughout the administration period, additional e-mail and postal reminders were sent to encourage survey participation. The survey was administered via the Web. Data for all Reserve components, except for *USCGR*, were collected between December 29, 2011 and April 16, 2012. Data collection for *USCGR* began on May 7, 2012 and ended June 18, 2012.

Single-stage, nonproportional stratified random sampling⁹ procedures were used. The sample consisted of 80,033 individuals (including 3,700 *USCGR* members) drawn from the sample frame constructed from DMDC's *RCCPDS*. Members of the sample became ineligible if they indicated in the survey or by other contact (e.g., telephone calls to the data collection contractor) that they were not in a Reserve component as of the first day of the survey, December 29, 2011 (0.48% of sample).

Completed surveys (defined as 50% or more of the survey questions asked of all participants are answered, including at least one valid response on the critical questions Q61 and Q64) were received from 16,453 eligible respondents (15,641 DoD and 812 *USCGR*). The overall weighted response rate for eligibles, corrected for nonproportional sampling, was 25% (25% for DoD and 23% for *USCGR*).¹⁰

Data were weighted using the industry standard three-stage process.¹¹ This form of weighting produces survey estimates of population totals, proportions, and means (as well as other statistics) that are representative of their respective populations. Unweighted survey data, in contrast, are likely to produce biased

⁸ AAPOR's "Best Practices" state that, "virtually all surveys taken seriously by social scientists, policy makers, and the informed media use some form of random or probability sampling, the methods of which are well grounded in statistical theory and the theory of probability" (http://aapor.org/Best_Practices1/4081.htm#best3). DMDC has conducted surveys of the military and DoD community using stratified random sampling for 20 years.

⁹ In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and component (e.g., all male ARNG personnel in one group, all female ARNG personnel in another). Members are chosen at random within each group. Small groups are oversampled in comparison to their proportion of the population so there will be enough responses from small groups to analyze. Weights are used so that groups are correctly represented in the analyses.

¹⁰ Concerns have been expressed to DMDC about whether response rates such as the 25% obtained for 2011 *WEOR* can provide accurate results. Ultimately, the accuracy of a survey is most dependent on whether the sample used is randomly drawn and representative of the population it is studying. DMDC uses state of the art scientific statistical techniques to draw conclusions from random, representative samples of the Reserve component population to ensure accuracy of estimations to the full Reserve component population. As the characteristics of the military population are known, this allows for better accuracy and reduces bias in the estimates compared to civilian populations. Response rates of 25% or less are now common in large-scale military surveys.

¹¹ Details on survey methodology are reported in DMDC (2012b).

estimates of population statistics. The three-stage process of weighting consists of the following steps:

- *Adjustment for selection probability*—Probability samples such as the sample for this survey are selected from lists and each member of the list has a known nonzero probability of selection. For example, if a list contained 10,000 members in a demographic subgroup and the desired sample size for the subgroup was 1,000, one in every tenth member of the list would be selected. During weighting, this selection probability (1/10) is taken into account. The base, or first weight, used to adjust the sample is the reciprocal of the selection probability. In this example, the adjustment for selection probability (base weight) is 10 for members of this subgroup.
- *Adjustments for nonresponse*—Some sampled members do not respond to the survey. Continuing the previous example, suppose only half of sample members, 500, completed and returned a survey. Because the unweighted sample size would only be 500, weights are needed to project the sample up to the subgroup population total (10,000). In this case, the base-weighted respondents would sum to only 5,000 weighted respondents. To adjust for nonresponse, the base weights are multiplied by the reciprocal of the nonresponse rate. In this example, the base weight (10) is multiplied by the reciprocal of the nonresponse rate (2) to create a new weight of 20. The weighted sample sums to the subgroup population total of 10,000.
- *Adjustment to known population values*—The first of the two previous weighting adjustments are applied according to the demographic groupings used in designing the subgroups for the sample. The second is based on population characteristics that are known to be related to whether a sample person responds to the survey. Because the sample design and adjustments for nonresponse cannot take into account all demographic differences related to who responds to a survey and how they respond, auxiliary information is used to increase the precision of survey estimates. For this reason a final weighting adjustment is computed that reproduces population totals for important demographic groupings related to who responds to a survey and how they might answer the survey. Suppose in our example the population for the subgroup was 8,500 men and 1,500 women but the nonresponse-adjusted weighted estimates from the respondents was 7,000 men and 3,000 women. To reduce this possible bias and reproduce known population totals the weights would be adjusted by 1.21 for men and 0.5 for women that the final weights for men and women would be 24.3 and 10, which would give unbiased estimates of the total and of women and men in the subgroup.

Table 1 (pages 8-9) shows the number of respondents and the portion of total members in each reporting category. Also shown are the estimated number of members and the portion of total members in each reporting category. Differences in the percentages of respondents and population for the reporting categories reflect differences in the number sampled, as well as differences in response rates.

Tabulation Procedures

Tabulations¹² for each question from the survey are shown on a set of facing pages. The text of the question and response options are shown at the top of the even-numbered pages. To compress the width of columns in the tables, the response options are shown with a number or letter; then that number or letter is used as the column heading for the responses. The central feature of the tabulations is the percentage of members choosing the response options indicated by the column heading. Within a set of response options, percentages may not add up to 100% due to rounding.

Where an item can be presented as an average, that average is shown as a number estimate and in a bar chart. The averages can be quickly scanned for reporting groups differing from other similarly defined groups. Where a true response continuum is available (e.g., number of times trained), the mean of that continuum is presented; in other cases, the responses are averages of the numeric scales presented with the response options. Where there is a simple binomial response (e.g., yes/no), only one percentage is presented. In this case, the bar chart represents that percentage. When multi-level response scales (e.g., “yes,” “no,” “don’t know”) can be dichotomized, the bar chart represents either the sum of the percentages in multiple columns (e.g., “no” and “don’t know” summed) or the percentage in one column (e.g., “yes”).

On each page of tabulations, the first column lists the reporting group shown in that row. The second column, *Percent Responding*, lists the portion of the reporting group represented in the estimates in that row. In most cases, if this percentage is not 100, it reflects item nonresponse, and the table note indicates that “Percent responding are Reserve component members who answered the question.”

Not all questions will apply to every respondent. Where possible, the survey is programmed to skip respondents over questions that do not apply to them. For example, Q9 (Is your spouse/significant other Spanish/Hispanic/Latino?) does not apply to those who indicated they were not married or separated in Q7 or did not have a significant other in Q8. The footnote for this question indicates, “Percent responding are Reserve members who answered the question and who were married, separated, or had a significant other (Q7/Q8).”



















































The survey does not always skip questions that do not apply to the respondents. In the tabulations, *Does not apply* responses are typically included in the percentages in the *Percent Responding* column. For example, Q92 asked members the extent they agreed that their National Guard/Reserve component’s training covered specific topics. Survey participants could indicate that the item does not apply because their training did not cover the topic.

Because the survey contains open-ended questions, not all responses are tabulated. For example, Q61p asked members to specify other race/ethnicity-related experiences they experienced during the 12 months prior to taking the survey. Since it is not feasible to tabulate the wide range of responses, the open-ended responses are not tabulated.

¹² Details of data editing and preparation are provided by DMDC (2012a).

Table 1.
Number of Respondents (Total) and Estimated Population by Reporting Categories

	Respondents		Estimated Population				
	Count	Percent	Totals		Percent	Max ME	
TOTAL DOD	15,641	100%	801,887	±5,212	100%		
Enlisted	11,991	77%	677,887	±5,646	85%		±1
E1 – E4	3,439	22%	303,858	±7,491	38%		±1
E5 – E9	8,552	55%	374,029	±7,628	47%		±1
Officers	3,650	23%	124,000	±2,372	15%		±1
O1 – O3	1,110	7%	54,067	±1,923	7%		±1
O4 – O6	2,313	15%	58,513	±1,452	7%		±1
Male	12,183	78%	653,321	±10,397	81%		±2
Female	3,458	22%	148,566	±8,802	19%		±2
White	5,914	38%	527,159	±8,130	66%		±1
Total Minority	9,721	62%	274,477	±6,623	34%		±1
Black	3,094	20%	111,726	±2,366	14%		±1
Hispanic	3,342	21%	103,878	±5,257	13%		±1
AIAN	353	2%	6,551	±1,605	1%		±1
Asian	1,700	11%	24,081	±1,546	3%		±1
NHPI	413	3%	6,245	±1,511	1%		±1
Two or More Races	819	5%	21,997	±3,271	3%		±1
AGR/FTS/AR	2,168	14%	77,305	±4,342	10%		±1
Other Selected Reserve	13,473	86%	724,582	±7,500	90%		±1
Reserve Unit	11,731	75%	710,981	±7,498	89%		±1
Military Technician	2,078	13%	93,605	±6,487	12%		±1
IMA	1,742	11%	13,601	±203	2%		±1
Not Activated Past 12 Months	11,969	77%	604,996	±11,018	75%		±2
Activated Past 12 Months	3,639	23%	195,259	±10,736	24%		±2
Not Deployed Past 12 Months	13,569	87%	685,156	±9,571	85%		±2
Deployed Past 12 Months	2,028	13%	114,396	±8,949	14%		±2
ARNG	2,983	19%	339,558	±4,707	42%		±1
White	1,178	8%	236,843	±6,947	30%		±1
Total Minority	1,805	12%	102,714	±5,370	13%		±1
Black	511	3%	41,246	±1,975	5%		±1
Hispanic	684	4%	41,789	±4,496	5%		±1
Other Race/Ethnicity	610	4%	19,679	±2,936	2%		±1
Enlisted	2,492	16%	296,151	±5,086	37%		±1
E1 – E4	879	6%	146,202	±6,990	18%		±1
E5 – E9	1,613	10%	149,949	±6,884	19%		±1
Officers	491	3%	43,407	±1,932	5%		±1
USAR	2,904	19%	195,216	±1,665	24%		±1
White	852	5%	107,859	±3,340	13%		±1
Total Minority	2,052	13%	87,356	±3,155	11%		±1
Black	700	4%	40,201	±1,038	5%		±1
Hispanic	643	4%	29,305	±1,981	4%		±1
Other Race/Ethnicity	709	5%	17,851	±2,618	2%		±1
Enlisted	2,111	13%	160,328	±1,916	20%		±1
E1 – E4	751	5%	84,491	±2,046	11%		±1
E5 – E9	1,360	9%	75,837	±2,679	9%		±1
Officers	793	5%	34,888	±1,251	4%		±1

Table 1 (continued)	Respondents		Estimated Population				
	Count	Percent	Totals		Percent	Max ME	
USNR	2,120	14%		60,736	±580	8%	±1
White	609	4%		36,650	±1,115	5%	±1
Total Minority	1,511	10%		24,085	±1,044	3%	±1
Black	505	3%		8,599	±341	1%	±1
Hispanic	458	3%		9,260	±856	1%	±1
Other Race/Ethnicity	548	4%		6,227	±670	1%	±1
Enlisted	1,611	10%		47,075	±590	6%	±1
E1 – E4	386	2%		12,085	±937	2%	±1
E5 – E9	1,225	8%		34,990	±782	4%	±1
Officers	509	3%		13,661	±135	2%	±1
USMCR	1,601	10%		36,852	±412	5%	±1
White	765	5%		23,569	±1,302	3%	±1
Total Minority	834	5%		13,271	±1,286	2%	±1
Black	233	1%		3,147	±483	0%	±1
Hispanic	401	3%		7,511	±1,130	1%	±1
Other Race/Ethnicity	200	1%		2,614	±571	0%	±1
Enlisted	1,091	7%		33,241	±379	4%	±1
E1 – E4	411	3%		23,278	±943	3%	±1
E5 – E9	680	4%		9,963	±971	1%	±1
Officers	510	3%		3,611	±241	0%	±1
ANG	3,008	19%		101,785	±1,160	13%	±1
White	1,218	8%		78,014	±1,564	10%	±1
Total Minority	1,788	11%		23,620	±1,135	3%	±1
Black	593	4%		7,925	±298	1%	±1
Hispanic	569	4%		8,341	±860	1%	±1
Other Race/Ethnicity	626	4%		7,354	±785	1%	±1
Enlisted	2,585	17%		87,388	±1,155	11%	±1
E1 – E4	522	3%		22,000	±959	3%	±1
E5 – E9	2,063	13%		65,388	±1,173	8%	±1
Officers	423	3%		14,397	±464	2%	±1
USAFR	3,025	19%		67,742	±776	8%	±1
White	1,292	8%		44,224	±1,193	6%	±1
Total Minority	1,731	11%		23,430	±1,028	3%	±1
Black	552	4%		10,608	±428	1%	±1
Hispanic	587	4%		7,673	±867	1%	±1
Other Race/Ethnicity	592	4%		5,149	±559	1%	±1
Enlisted	2,101	13%		53,705	±731	7%	±1
E1 – E4	490	3%		15,803	±624	2%	±1
E5 – E9	1,611	10%		37,902	±847	5%	±1
Officers	924	6%		14,037	±363	2%	±1
USCGR	812	100%		7,705	±104	100%	Max ME
White	497	61%		5,717	±196	74%	±3
Total Minority	312	38%		1,950	±188	25%	±3
Black	44	5%		318	±67	4%	±1
Hispanic	171	21%		1,023	±137	13%	±2
Other Race/Ethnicity	97	12%		608	±129	8%	±2
Enlisted	543	67%		6,416	±154	83%	±2
E1 – E4	178	22%		2,304	±184	30%	±3
E5 – E9	365	45%		4,112	±174	53%	±3
Officers	269	33%		1,289	±97	17%	±2

Combining Information From Multiple Items

Tabulations in this volume generally present data for individual survey questions. There are three types of exceptions. The first type of exception is where the results for multiple items are presented on a single set of pages.

- In Q75, members were asked whether they reported the one situation to any National Guard/Reserve/DoD/DHS individuals or organizations. The tabulations for this question show percentages who answered Yes to Q75a, Q75b, Q75c, and Q75d, respectively, on one set of pages, to allow comparison among the percentages.

The second exception is where members can provide multiple answers to a single question (e.g., race).

- In Q5, members are asked to mark one or more races. The tabulations show the percentage who responded that they were *White, Black, American Indian/Alaska Native, Asian, and/or Native Hawaiian/Other Pacific Islander*. Respondents who indicated more than one race are also shown in the percentage of *More than one race*. For example, if a respondent indicated they were *Asian* and *White*, they were counted in the percentage as *Asian, White, and More than one race*.

The third exception pertains to constructed composite measures (e.g., scales, indices, and summary variables)¹³ described below.

Individual items in each measure are presented first followed by tabulation pages showing composite measure results. Where applicable, Cronbach's coefficient alpha, a measure of scale reliability, is provided in the table notes. Cronbach's coefficient alpha ranges in value from 0 to 1. Values of 0.7 or greater indicate high reliability, meaning that the items are internally consistent.

- *Supervisor Satisfaction*: The composite measure includes survey items on member's agreement that their supervisor can be trusted, treats all assigned people fairly, has very little conflict with people who report to them, evaluates performance fairly, makes work assignments fairly, and gives satisfactory direction (Q40). Scale ranges from 1-5. Higher scores indicate more satisfying experiences.¹⁴
- *Coworker Satisfaction*: The composite measure includes survey items on members' agreement with statements about the amount of conflict among

¹³ For additional information on the history of the scales included in this Tabulation Volume, please see Ormerod, Nye, Joseph, Fitzgerald, & Rock (2010).

¹⁴ This scale was used in the 2005 *Workplace and Equal Opportunity Survey of Active Duty Members (WEOA)*, 2006 *Workplace and Gender Relations Survey of Active Duty Members (WGRA)*, 2007 *WEOR*, 2008 *Workplace and Gender Relations Survey of Reserve Component Members (WGRR)*, 2009 *WEOA*, and 2010 *WGRA*.

coworkers, coworker work efforts, work group compatibility, helpfulness of coworkers, and relationships with coworkers (Q42). Scale ranges from 1-5. Higher scores indicate more satisfying experiences.¹⁵

- *Work Satisfaction:* The composite measure includes survey items on sense of pride, use of skills, work enjoyment, and the opportunity to acquire valuable skills (Q43a-d). Scale ranges from 1-5. Higher scores indicate more satisfying experiences.¹⁶
- *Unit Cohesion:* The composite measure includes survey items pertaining to affective ties within a small group that sustain commitment to their peers, their unit, and their mission (Q47). Cohesiveness is a group property and can be viewed as a continuous rather than discrete variable, as degree of cohesiveness varies between groups. Scale ranges from 1-5. Higher scores indicate greater perceived unit cohesion.¹⁷
- *Workplace Hostility:* The composite measure includes survey items on the degree to which coworkers or supervisors act in an angry or hostile manner toward them (Q48). Examples include intentionally interfering with other's work performance, taking credit for other's work or ideas, and using insults, sarcasm, or gestures to humiliate others. Scale ranges from 1-5. Higher scores indicate greater frequency of hostile workplace behaviors.¹⁸
- *Perceived Stress:* To evaluate personal stress levels, members were asked about their emotional experiences/reactions in the month prior to taking the survey (Q58). The measure of perceived stress is a 10-item version of the *Perceived Stress Scale*® (Cohen, Kamarck, & Mermelstein, 1983; Cohen & Williamson, 1988). Scale ranges from 0-4. For the purposes of this report, Q58d, e, g, and h were reverse-coded. Scores are reported as a single figure, which is the sum of the individual scores (range 0-40). Higher scores indicate a higher level of stress.¹⁹
- *Depression Scale:* Depression is a common mental disorder characterized by depressed mood, loss of interest or pleasure, feelings of guilt or low self-worth, disturbed sleep or appetite, low energy, and poor concentration. The first eight questions from the *Patient Health Questionnaire* (PHQ-9) Depression Scale (Spitzer, Kroenke, & Williams, 1999) were used to measure the presence of depression-related thoughts and behaviors (Q59). The PHQ-9 is a unidimensional measure used for diagnosing depression

¹⁵ This scale was used on the 2005 WEOA, 2006 WGRA, 2007 WEOR, 2008 WGRR, 2009 WEOA, and 2010 WGRA.

¹⁶ One item, 43e "You are satisfied with your job as a whole," was excluded from this scale. This scale was used on the 2007 WEOR, 2008 WGRR, 2009 WEOA, and 2010 WGRA.

¹⁷ This scale was used in the 2007 WEOR, 2008 WGRR, 2009 WEOA, and 2010 WGRA.

¹⁸ This scale was used on the 2010 WGRA.

¹⁹ This scale was used in the 2005 WEOA, 2006 WGRA, 2007 WEOR, 2008 WGRR, 2009 WEOA, and 2010 WGRA.

and assessing its severity (Kroenke, Spitzer, & Williams, 2001). Scale ranges from 1-4. Higher scores indicate higher levels of depression.²⁰

- The *Harassment* incident rate is a summary measure reflecting whether members indicated they experienced race/ethnicity-related insensitivity, threats, or actual harm from another military member or a DoD civilian (Q61a-o and Q62). Rates were similarly constructed for subcategories of the overall incident rate to include *Offensive Encounters* (Q61a-k, Q62) and *Harm or Threat of Harm* (Q61l-o, Q62).²¹
 - *Offensive Encounters* (Q61a-k) includes situations in which members believed other DoD (military or civilian) personnel engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting.
 - *Harm or Threat of Harm* (Q61l-o) includes perceptions of threat, vandalism, and assault stemming from members' race/ethnicity and caused by DoD (military or civilian) personnel.
- The *Discrimination* incident rate is a summary measure reflecting whether members indicated they experienced race/ethnicity-related discrimination from another military member or a DoD civilian (Q64a-t and Q65a).²² Discrimination consists of 20 items (Q64a-t) that measure five facets (rates) of discrimination: *Assignment/Career Discrimination* (Q64e, j-n and Q65a), *Evaluation Discrimination* (Q64a-d and Q65a), *Training/Test Scores Discrimination* (Q64f-i and Q65a), *Undue Punishment* (Q64o-q and Q65a), and *Providers/Authorities Discrimination* (Q64r-t and Q65a).²³
 - *Assignment/Career Discrimination* measures the extent to which members believe an aspect of their current assignment or career progression was hampered because of their race/ethnicity.
 - *Evaluation Discrimination* measures members' perceptions that race/ethnicity influenced some aspect of their performance evaluation.
 - *Training/Test Scores Discrimination* measures the extent to which members believed their race/ethnicity influenced the availability of training and the assignment of training scores/grades.

²⁰ One item, "Thoughts that you would be better off dead, or of hurting yourself in some way," on the PHQ-9 Depression Scale was excluded from this survey. This scale was used on the 2009 WEOA and 2010 WGRA.

²¹ To be included in the rate for *Harassment*, or the contributing factors, a respondent must indicate they experienced at least one of the behaviors and have labeled it as racial/ethnic-related harassment.

²² For the individual Q64 items, only responses of "yes, and my race/ethnicity was a factor" were counted.

²³ To be included in the rate for *Discrimination*, or the contributing factors, a respondent must indicate they experienced at least one of the behaviors and have labeled it as racial/ethnic-related discrimination.

- *Undue Punishment* measures members' perceptions that race/ethnicity influenced whether and how they were punished.
- *Providers/Authorities Discrimination* measures the extent to which members believed their race/ethnicity influenced the availability and quality of services provided by DoD authorities and agencies.
- *Incident Harassment/Discrimination*: A summary measure reflecting whether members indicated they experienced race/ethnicity-related insensitivity, threats or actual harm, or discrimination from another military member or a DoD civilian AND considered at least one behavior experienced to have been racial/ethnic harassment or discrimination (Q61a-p, Q62, Q64a-u, and Q65a).
- *Combinations of Race/Ethnicity-Related Harassment and Discrimination Behaviors*: A summary measure reflecting whether members indicated they experienced either race/ethnicity-related harassment, discrimination, both, or neither and considered at least one behavior experienced to have been racial/ethnic harassment or discrimination (Q61a-o, Q62, Q64a-t, and Q65a).
- *Any Incident*: A summary indicator reflecting whether members indicated they experienced race/ethnicity-related insensitivity, threats or actual harm, or discrimination from another military member or a DoD civilian regardless of whether they considered any of their experiences to have been racial/ethnic harassment or discrimination (Q61 and Q64).²⁴

Margins of Error

The complex sample design required weighting to produce population estimates, (e.g., percent female).²⁵ Because of the weighting, conventional formulas for calculating the margin of error will overstate the reliability of the estimate. For this report, variance estimates were calculated using SUDAAN[®] PROC DESCRIPT, (Research Triangle Institute, Inc., 2004).

By definition, sample surveys are subject to sampling error. Standard errors are estimates of the variance around population parameters (such as percentages or means) and are used to construct margins of error (i.e., confidence interval half-widths). Percentages and means in these tabulations are reported with margins of error based on 95% confidence intervals. In order to compress the data display, only the maximum margin of error (Max ME) for each reporting category is shown. That is,

²⁴ This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

²⁵ As a result of differential weighting, only certain statistical software procedures, such as SUDAAN, correctly calculate standard errors, variances, or tests of statistical significance for stratified samples.

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the tab volume shows only the largest margin of error for the percentages or means in each row. For each average shown in these tabulations, its margin of error is also printed.

The following reporting conventions are used:

- “0” indicates that no one in any reporting group selected the response option,
- NR indicates the estimate is *Not Reportable* and is suppressed because of low reliability. Estimates of low reliability are suppressed based on criteria defined in terms of nominal sample size (less than 5), effective sample size (less than 15), or relative standard error (greater than 0.225),
- NA indicates the question was *Not Applicable* because the question did not apply to respondents in the reporting category based on answers to previous questions,
- no Max ME is printed when all percentages in the row are shown as NR,
- no margin of error is printed for an average when it is shown as NR.

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Tabulations of Responses

2. What is your gender?

1. Male

2. Female

	Percent Responding		Percentages		Max ME
			1	2	
TOTAL DOD	100	±1	81	19	±2
Enlisted	100	±1	81	19	±2
E1 – E4	100	±1	80	20	±3
E5 – E9	100	±1	83	17	±2
Officers	100	±1	81	19	±3
O1 – O3	100	±1	77	23	±5
O4 – O6	99	±1	84	16	±3
Male	100	±1	100	0	±0
Female	100	±1	0	100	±0
White	100	±1	85	15	±2
Total Minority	100	±1	74	26	±2
Black	100	±1	68	32	±3
Hispanic	100	±1	80	20	±3
AIAN	100	±1	75	25	±10
Asian	100	±1	81	19	±4
NHPI	100	±0	72	28	±11
Two or More Races	100	±0	72	28	±7
AGR/FTS/AR	100	±1	81	19	±3
Other Selected Reserve	100	±1	82	18	±2
Reserve Unit	100	±1	82	18	±2
Military Technician	99	±2	80	20	±4
IMA	100	±1	75	25	±3
Not Activated Past 12 Months	100	±1	81	19	±2
Activated Past 12 Months	100	±1	82	18	±3
Not Deployed Past 12 Months	100	±1	81	19	±2
Deployed Past 12 Months	100	±1	84	16	±4
ARNG	100	±1	84	16	±3
White	100	±1	88	12	±3
Total Minority	100	±1	76	24	±4
Black	100	±0	72	28	±5
Hispanic	100	±1	81	19	±6
Other Race/Ethnicity	100	±1	75	25	±8
Enlisted	100	±1	84	16	±3
E1 – E4	100	±1	80	20	±5
E5 – E9	100	±1	87	13	±3
Officers	100	±1	87	13	±4
USAR	100	±1	78	22	±3
White	100	±1	83	17	±5
Total Minority	100	±1	72	28	±3
Black	100	±1	64	36	±4
Hispanic	100	±0	79	21	±4
Other Race/Ethnicity	100	±1	77	23	±6
Enlisted	100	±1	78	22	±3
E1 – E4	100	±1	79	21	±5
E5 – E9	100	±1	77	23	±4
Officers	100	±1	76	24	±6

Note. Percent responding are Reserve component members who answered the question.

2. Continued	Percent Responding		Percentages		Max ME
			1	2	
USNR	100	±1	81	19	±3
White	100	±1	85	15	±4
Total Minority	100	±1	74	26	±3
Black	100	±0	67	33	±5
Hispanic	100	±1	77	23	±5
Other Race/Ethnicity	100	±0	80	20	±5
Enlisted	100	±1	80	20	±3
E1 – E4	100	±0	77	23	±6
E5 – E9	100	±1	81	19	±4
Officers	100	±1	85	15	±5
USMCR	100	±1	92	8	±4
White	100	±1	94	6	±5
Total Minority	100	±0	90	10	±5
Black	100	±0	93	7	±5
Hispanic	100	±0	89	11	±8
Other Race/Ethnicity	100	±0	88	12	±17
Enlisted	100	±0	92	8	±4
E1 – E4	100	±0	92	8	±5
E5 – E9	100	±0	93	7	±5
Officers	100	±1	92	8	±3
ANG	100	±1	81	19	±2
White	100	±1	83	17	±3
Total Minority	100	±1	73	27	±3
Black	100	±0	68	32	±4
Hispanic	100	±1	76	24	±6
Other Race/Ethnicity	100	±1	76	24	±6
Enlisted	100	±1	81	19	±3
E1 – E4	100	±0	77	23	±5
E5 – E9	100	±1	82	18	±3
Officers	99	±2	83	17	±5
USAFR	100	±1	74	26	±3
White	100	±1	79	21	±4
Total Minority	100	±1	64	36	±4
Black	100	±1	60	40	±5
Hispanic	100	±1	68	32	±7
Other Race/Ethnicity	100	±1	67	33	±6
Enlisted	100	±1	75	25	±3
E1 – E4	100	±0	69	31	±5
E5 – E9	100	±1	77	23	±4
Officers	100	±1	71	29	±6
USCGR	100	±1	83	17	±4
White	100	±0	84	16	±5
Total Minority	100	±1	82	18	±6
Black	100	±0	80	20	±15
Hispanic	100	±1	86	14	±7
Other Race/Ethnicity	100	±0	76	24	±12
Enlisted	100	±0	84	16	±4
E1 – E4	100	±0	83	17	±7
E5 – E9	100	±0	85	15	±5
Officers	100	±1	79	21	±6

Note. Percent responding are Reserve component members who answered the question.

3. What is your current paygrade?1. E1-E4
4. O1-O32. E5-E9
5. O4-O6

3. W1-W5















































	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
TOTAL DOD	100	±1	38	47	1	7	7	±1
Enlisted	100	±1	45	55	0	0	0	±2
E1 – E4	100	±1	100	0	0	0	0	±0
E5 – E9	100	±1	0	100	0	0	0	±0
Officers	100	±1	0	0	9	44	47	±2
O1 – O3	100	±0	0	0	0	100	0	±0
O4 – O6	100	±1	0	0	0	0	100	±0
Male	100	±1	37	47	2	6	8	±2
Female	100	±1	41	43	1	8	6	±4
White	100	±1	36	46	2	7	9	±2
Total Minority	100	±1	42	47	1	6	4	±2
Black	100	±0	41	49	1	6	4	±2
Hispanic	100	±1	44	47	1	5	3	±3
AIAN	100	±1	37	50	3	4	6	±15
Asian	100	±1	38	44	1	10	7	±4
NHPI	100	±0	44	45	0	5	5	±13
Two or More Races	100	±0	45	41	1	10	4	±8
AGR/FTS/AR	100	±0	6	72	3	4	15	±3
Other Selected Reserve	100	±1	41	44	1	7	7	±2
Reserve Unit	100	±1	42	44	1	7	6	±2
Military Technician	100	±1	22	64	4	3	7	±5
IMA	100	±1	1	33	2	12	52	±3
Not Activated Past 12 Months	100	±1	39	46	1	7	7	±2
Activated Past 12 Months	100	±1	35	48	2	7	8	±4
Not Deployed Past 12 Months	100	±1	39	46	1	7	7	±2
Deployed Past 12 Months	100	±1	32	49	2	7	10	±5
ARNG	100	±1	43	44	2	7	4	±3
White	100	±1	41	45	3	7	5	±3
Total Minority	100	±1	48	43	1	6	2	±3
Black	100	±0	47	45	1	5	2	±4
Hispanic	100	±1	51	42	1	5	1	±6
Other Race/Ethnicity	100	±1	42	42	1	11	2	±8
Enlisted	100	±1	49	51	0	0	0	±3
E1 – E4	100	±0	100	0	0	0	0	±0
E5 – E9	100	±1	0	100	0	0	0	±0
Officers	100	±0	0	0	18	52	30	±4
USAR	100	±1	43	39	2	9	7	±2
White	100	±0	43	36	2	9	10	±3
Total Minority	100	±1	43	43	1	8	5	±3
Black	100	±0	40	45	1	8	6	±3
Hispanic	100	±1	46	44	1	7	3	±4
Other Race/Ethnicity	100	±1	47	35	1	11	6	±8
Enlisted	100	±1	53	47	0	0	0	±2
E1 – E4	100	±1	100	0	0	0	0	±0
E5 – E9	100	±1	0	100	0	0	0	±0
Officers	100	±0	0	0	9	49	42	±4

Note. Percent responding are Reserve component members who answered the question.




































3. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
USNR	100	±0	20	58	0	7	15	±2
White	100	±0	16	55	0	9	21	±3
Total Minority	100	±0	26	62	0	5	7	±3
Black	100	±0	30	61	0	4	5	±4
Hispanic	100	±0	23	67	0	4	6	±5
Other Race/Ethnicity	100	±0	25	58	0	8	9	±6
Enlisted	100	±0	26	74	0	0	0	±2
E1 – E4	100	±0	100	0	0	0	0	±0
E5 – E9	100	±0	0	100	0	0	0	±0
Officers	100	±0	0	0	0	33	67	±2
USMCR	100	±0	63	27	1	2	7	±3
White	100	±0	62	26	1	3	9	±5
Total Minority	100	±0	65	30	0	2	3	±5
Black	100	±0	60	34	1	0	4	±8
Hispanic	100	±0	65	30	0	2	2	±7
Other Race/Ethnicity	100	±0	71	21	0	3	4	±9
Enlisted	100	±0	70	30	0	0	0	±3
E1 – E4	100	±0	100	0	0	0	0	±0
E5 – E9	100	±0	0	100	0	0	0	±0
Officers	100	±0	0	0	7	24	69	±4
ANG	100	±1	22	64	0	5	9	±1
White	100	±1	20	65	0	6	10	±2
Total Minority	100	±0	27	63	0	4	5	±3
Black	100	±0	25	66	0	3	5	±3
Hispanic	100	±0	26	65	0	5	4	±7
Other Race/Ethnicity	100	±0	32	57	0	5	6	±7
Enlisted	100	±1	25	75	0	0	0	±2
E1 – E4	100	±0	100	0	0	0	0	±0
E5 – E9	100	±1	0	100	0	0	0	±0
Officers	100	±0	0	0	0	37	63	±3
USAFR	100	±1	23	56	0	6	15	±2
White	100	±1	19	55	0	7	19	±2
Total Minority	100	±1	32	57	0	3	8	±3
Black	100	±0	35	56	0	3	5	±3
Hispanic	100	±1	29	61	0	3	7	±7
Other Race/Ethnicity	100	±1	30	52	0	5	14	±6
Enlisted	100	±1	29	71	0	0	0	±2
E1 – E4	100	±1	100	0	0	0	0	±0
E5 – E9	100	±1	0	100	0	0	0	±0
Officers	100	±1	0	0	0	27	73	±6
USCGR	100	±1	30	53	3	8	6	±3
White	100	±1	27	55	3	8	7	±3
Total Minority	100	±1	39	50	2	7	3	±7
Black	100	±0	37	48	3	9	3	±18
Hispanic	100	±1	45	47	1	4	2	±8
Other Race/Ethnicity	100	±0	29	54	1	9	7	±12
Enlisted	100	±0	36	64	0	0	0	±3
E1 – E4	100	±0	100	0	0	0	0	±0
E5 – E9	100	±0	0	100	0	0	0	±0
Officers	99	±1	0	0	16	45	39	±7

Note. Percent responding are Reserve component members who answered the question.

4. Are you Spanish/Hispanic/Latino?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	100	±1	13	±1	
Enlisted	100	±1	14	±1	
E1 – E4	100	±1	15	±2	
E5 – E9	100	±1	13	±1	
Officers	100	±1	7	±2	
O1 – O3	100	±1	10	±3	
O4 – O6	100	±1	5	±1	
Male	100	±1	13	±1	
Female	100	±1	14	±2	
White	100	±1	0	±0	
Total Minority	100	±1	38	±2	
Black	100	±1	0	±0	
Hispanic	100	±1	100	±0	
AIAN	100	±1	0	±0	
Asian	100	±1	0	±0	
NHPI	100	±1	0	±0	
Two or More Races	100	±1	0	±0	
AGR/FTS/AR	100	±1	10	±2	
Other Selected Reserve	100	±1	13	±1	
Reserve Unit	100	±1	13	±1	
Military Technician	100	±1	12	±3	
IMA	99	±1	9	±2	
Not Activated Past 12 Months	100	±1	13	±1	
Activated Past 12 Months	100	±1	13	±2	
Not Deployed Past 12 Months	100	±1	13	±1	
Deployed Past 12 Months	100	±1	14	±3	
ARNG	100	±1	12	±2	
White	100	±1	0	±0	
Total Minority	100	±1	41	±4	
Black	100	±0	0	±0	
Hispanic	100	±0	100	±0	
Other Race/Ethnicity	100	±1	0	±0	
Enlisted	100	±1	13	±2	
E1 – E4	100	±0	15	±3	
E5 – E9	100	±1	12	±2	
Officers	100	±1	7	±3	
USAR	100	±1	15	±2	
White	100	±1	0	±0	
Total Minority	100	±1	34	±2	
Black	100	±0	0	±0	
Hispanic	100	±0	100	±0	
Other Race/Ethnicity	100	±1	0	±0	
Enlisted	100	±1	16	±2	
E1 – E4	100	±1	16	±2	
E5 – E9	100	±1	17	±2	
Officers	100	±1	9	±3	

Note. Percent responding are Reserve component members who answered the question.

4. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
USNR	100	±1	15	±2	
White	100	±1	0	±0	
Total Minority	100	±1	38	±3	
Black	100	±1	0	±0	
Hispanic	100	±0	100	±0	
Other Race/Ethnicity	100	±0	0	±0	
Enlisted	100	±0	18	±2	
E1 – E4	100	±0	17	±3	
E5 – E9	100	±0	18	±3	
Officers	100	±1	7	±2	
USMCR	99	±1	21	±4	
White	99	±2	0	±0	
Total Minority	100	±1	57	±6	
Black	99	±2	0	±0	
Hispanic	100	±0	100	±0	
Other Race/Ethnicity	100	±0	0	±0	
Enlisted	99	±1	22	±4	
E1 – E4	100	±0	21	±5	
E5 – E9	98	±4	23	±5	
Officers	99	±1	9	±3	
ANG	100	±1	8	±1	
White	100	±1	0	±0	
Total Minority	100	±1	35	±3	
Black	100	±0	0	±0	
Hispanic	100	±1	100	±0	
Other Race/Ethnicity	100	±1	0	±0	
Enlisted	100	±1	9	±2	
E1 – E4	100	±1	10	±4	
E5 – E9	99	±1	8	±1	
Officers	100	±0	5	±2	
USAFR	100	±1	11	±2	
White	100	±1	0	±0	
Total Minority	100	±1	33	±3	
Black	100	±1	0	±0	
Hispanic	100	±1	100	±0	
Other Race/Ethnicity	99	±1	0	±0	
Enlisted	100	±1	13	±2	
E1 – E4	99	±1	14	±4	
E5 – E9	100	±1	12	±2	
Officers	100	±1	6	±2	
USCGR	100	±1	13	±2	
White	100	±1	0	±0	
Total Minority	100	±1	52	±6	
Black	100	±0	NR		
Hispanic	100	±1	100	±0	
Other Race/Ethnicity	100	±0	0	±0	
Enlisted	99	±1	15	±3	
E1 – E4	100	±0	20	±6	
E5 – E9	99	±2	12	±3	
Officers	100	±1	6	±3	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

5. What is your race?a. White
d. Asianb. Black
e. Native Hawaiian or other Pacific
Islanderc. American Indian or Alaska Native
f. More than one race

	Percent Responding		Percentages						Max ME
			a	b	c	d	e	f	
TOTAL DOD	98	±1	79	16	3	4	1	3	±1
Enlisted	98	±1	78	18	3	4	2	3	±1
E1 – E4	97	±1	77	18	3	4	2	4	±2
E5 – E9	98	±1	78	17	3	4	1	3	±1
Officers	99	±1	85	10	2	5	1	3	±2
O1 – O3	99	±1	82	13	4	7	2	6	±3
O4 – O6	99	±1	87	9	1	4	1	2	±2
Male	98	±1	82	14	3	4	1	3	±1
Female	98	±1	67	28	4	5	2	5	±3
White	99	±1	100	0	0	0	0	0	±0
Total Minority	95	±1	37	50	9	13	4	10	±2
Black	99	±1	0	100	0	0	0	0	±0
Hispanic	87	±3	86	10	6	3	3	6	±2
AIAN	100	±1	0	0	100	0	0	0	±0
Asian	99	±1	0	0	0	100	0	0	±0
NHPI	100	±1	0	0	0	0	100	0	±0
Two or More Races	100	±1	81	40	50	32	14	100	±8
AGR/FTS/AR	98	±1	76	19	4	3	1	3	±3
Other Selected Reserve	98	±1	79	16	3	4	1	3	±1
Reserve Unit	98	±1	79	16	3	4	2	3	±1
Military Technician	98	±1	81	14	3	4	1	4	±3
IMA	99	±1	85	11	2	6	1	3	±2
Not Activated Past 12 Months	98	±1	79	16	3	4	2	3	±1
Activated Past 12 Months	98	±2	78	17	3	4	1	4	±2
Not Deployed Past 12 Months	98	±1	78	17	3	4	2	3	±1
Deployed Past 12 Months	97	±2	82	14	2	4	1	3	±3
ARNG	98	±1	82	15	2	3	1	3	±1
White	100	±1	100	0	0	0	0	0	±0
Total Minority	95	±2	39	51	7	11	5	10	±4
Black	100	±1	0	100	0	0	0	0	±0
Hispanic	88	±5	86	12	5	2	3	6	±5
Other Race/Ethnicity	99	±1	32	20	28	48	19	40	±10
Enlisted	98	±1	81	16	2	3	1	3	±2
E1 – E4	98	±2	81	17	2	3	2	3	±2
E5 – E9	98	±1	82	15	3	3	1	3	±2
Officers	99	±1	87	9	2	5	2	4	±4
USAR	98	±1	70	24	4	5	2	4	±2
White	99	±1	100	0	0	0	0	0	±0
Total Minority	96	±1	32	54	9	11	4	9	±4
Black	100	±1	0	100	0	0	0	0	±0
Hispanic	88	±3	86	10	7	2	2	5	±4
Other Race/Ethnicity	100	±1	26	13	33	48	15	33	±10
Enlisted	97	±1	69	25	4	5	2	4	±2
E1 – E4	97	±1	71	23	5	4	2	4	±4
E5 – E9	98	±1	67	27	4	5	2	3	±2
Officers	99	±2	75	18	3	5	2	3	±3

Note. Percent responding are Reserve component members who answered the question.

5. Continued	Percent Responding		Percentages						Max ME
			a	b	c	d	e	f	
USNR	96	±2	76	18	4	7	1	4	±2
White	99	±1	100	0	0	0	0	0	±0
Total Minority	92	±3	35	46	11	19	2	11	±4
Black	99	±1	0	100	0	0	0	0	±0
Hispanic	80	±6	84	13	7	2	1	6	±5
Other Race/Ethnicity	99	±1	26	12	32	65	7	33	±8
Enlisted	96	±2	72	21	5	8	1	5	±2
E1 – E4	96	±2	64	27	5	9	1	6	±4
E5 – E9	95	±2	75	19	5	7	1	4	±2
Officers	100	±1	88	7	2	6	0	3	±2
USMCR	95	±3	84	11	2	5	2	4	±3
White	98	±2	100	0	0	0	0	0	±0
Total Minority	88	±5	53	32	7	15	6	12	±6
Black	99	±2	0	100	0	0	0	0	±0
Hispanic	79	±8	89	6	5	2	5	4	±10
Other Race/Ethnicity	100	±1	37	11	19	62	16	42	±15
Enlisted	94	±3	84	11	2	5	2	4	±3
E1 – E4	95	±3	84	10	2	6	3	4	±4
E5 – E9	93	±5	83	13	3	4	1	3	±3
Officers	99	±1	91	6	3	4	0	3	±3
ANG	98	±1	86	9	3	4	2	4	±1
White	100	±1	100	0	0	0	0	0	±0
Total Minority	95	±2	40	42	14	20	8	17	±4
Black	100	±1	0	100	0	0	0	0	±0
Hispanic	87	±5	85	10	7	6	4	8	±5
Other Race/Ethnicity	100	±1	38	12	35	54	20	44	±7
Enlisted	98	±1	86	10	3	4	2	4	±1
E1 – E4	98	±2	84	12	4	6	3	6	±3
E5 – E9	98	±1	86	9	3	4	2	3	±1
Officers	100	±1	91	6	2	5	1	3	±3
USAFR	98	±1	77	18	2	5	1	3	±1
White	99	±1	100	0	0	0	0	0	±0
Total Minority	96	±2	33	52	7	15	4	10	±3
Black	98	±2	0	100	0	0	0	0	±0
Hispanic	90	±3	87	8	6	3	1	5	±5
Other Race/Ethnicity	100	±1	29	15	20	63	14	38	±7
Enlisted	97	±1	74	21	2	5	1	4	±2
E1 – E4	99	±1	68	28	2	7	1	7	±3
E5 – E9	97	±2	77	18	2	5	1	2	±2
Officers	99	±1	89	7	1	5	1	3	±3
USCGR	97	±2	90	6	4	5	2	6	±3
White	99	±2	100	0	0	0	0	0	±0
Total Minority	93	±4	59	26	16	21	10	25	±7
Black	94	±9	NR	NR	NR	NR	NR	NR	
Hispanic	89	±7	89	9	10	12	3	17	±10
Other Race/Ethnicity	100	±0	43	15	33	44	26	49	±13
Enlisted	97	±2	90	7	4	5	3	7	±3
E1 – E4	96	±4	89	7	5	9	2	8	±6
E5 – E9	97	±2	90	7	3	3	3	5	±4
Officers	98	±2	90	5	4	5	1	4	±4

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

6. What is the highest degree or level of school that you have completed?

1. 12 years or less of school (no diploma)
2. High school graduate–traditional diploma
3. High school graduate–alternative diploma (home school, GED, etc.)
4. Some college credit, but less than 1 year
5. 1 or more years of college, no degree
6. Associate's degree (for example, AA, AS)
7. Bachelor's degree (for example, BA, AB, BS)
8. Master's, doctoral, or professional school degree (for example, MA, MS, MEd, MEng, MBA, MSW, PhD, MD, JD, DVM, EdD)

	Percent Responding		Percentages								Max ME
			1	2	3	4	5	6	7	8	
TOTAL DOD	100	±1	1	12	3	12	28	13	22	10	±2
Enlisted	100	±1	1	14	3	14	32	14	17	4	±2
E1 – E4	100	±0	1	19	5	17	35	10	10	3	±4
E5 – E9	100	±1	1	10	2	12	30	18	23	5	±2
Officers	100	±1	0	0	0	1	4	3	47	45	±3
O1 – O3	100	±1	0	0	0	0	3	3	59	35	±5
O4 – O6	100	±0	0	0	0	0	0	0	39	61	±4
Male	100	±1	1	13	3	13	27	12	21	10	±2
Female	100	±1	1	8	1	9	30	13	26	12	±4
White	100	±1	1	13	2	12	27	12	22	11	±3
Total Minority	100	±1	1	11	3	12	30	14	21	9	±2
Black	100	±1	1	10	3	12	31	13	21	10	±3
Hispanic	100	±1	0	11	4	13	30	14	19	7	±3
AIAN	100	±1	1	14	2	9	30	19	18	8	±17
Asian	100	±1	0	8	2	8	24	17	29	12	±5
NHPI	100	±0	1	20	1	9	22	22	17	7	±19
Two or More Races	100	±1	0	10	0	16	32	12	21	9	±9
AGR/FTS/AR	100	±1	0	8	1	10	29	14	23	14	±4
Other Selected Reserve	100	±1	1	12	3	12	28	12	22	10	±2
Reserve Unit	100	±1	1	13	3	12	28	12	21	9	±2
Military Technician	100	±1	1	13	3	15	28	16	19	6	±4
IMA	100	±0	0	1	0	3	6	6	31	51	±3
Not Activated Past 12 Months	100	±1	1	12	2	12	27	13	22	11	±2
Activated Past 12 Months	100	±1	1	12	3	11	30	11	22	9	±4
Not Deployed Past 12 Months	100	±1	1	12	3	12	27	13	22	10	±2
Deployed Past 12 Months	100	±0	1	13	3	11	30	9	22	11	±5
ARNG	100	±1	1	14	4	14	29	11	19	7	±3
White	100	±1	1	16	4	14	28	10	20	8	±4
Total Minority	100	±1	1	11	6	13	31	12	19	6	±4
Black	100	±0	1	12	5	13	32	10	19	7	±5
Hispanic	100	±1	1	11	8	14	31	12	18	5	±7
Other Race/Ethnicity	100	±1	1	11	1	12	31	17	21	5	±10
Enlisted	100	±1	1	17	5	16	32	12	15	3	±4
E1 – E4	100	±0	1	21	7	17	32	9	9	3	±6
E5 – E9	100	±1	1	12	3	14	32	15	21	3	±4
Officers	100	±1	0	0	0	1	10	4	51	33	±6
USAR	100	±1	1	12	2	12	27	12	21	13	±3
White	100	±1	1	12	3	12	24	11	21	14	±5
Total Minority	100	±1	0	12	2	11	29	13	21	11	±3
Black	100	±0	1	10	2	11	32	12	21	12	±4
Hispanic	100	±0	0	14	3	12	29	14	20	7	±5
Other Race/Ethnicity	100	±1	0	14	2	11	25	14	21	14	±9
Enlisted	100	±1	1	15	3	14	32	14	16	5	±4
E1 – E4	100	±0	2	19	4	17	34	9	12	3	±6
E5 – E9	100	±1	0	11	1	11	30	19	21	7	±4
Officers	100	±0	0	0	0	0	2	4	45	50	±6

Note. Percent responding are Reserve component members who answered the question.

6. Continued	Percent Responding		Percentages								Max ME
			1	2	3	4	5	6	7	8	
USNR	100	±1	0	9	1	7	25	13	26	18	±4
White	100	±0	0	10	1	5	24	11	27	22	±5
Total Minority	99	±1	0	7	1	10	27	17	25	12	±4
Black	100	±1	0	9	1	11	25	20	21	13	±5
Hispanic	99	±3	0	7	2	10	30	17	23	11	±6
Other Race/Ethnicity	100	±1	0	6	1	9	23	15	33	12	±7
Enlisted	100	±1	0	11	1	9	32	17	22	6	±4
E1 – E4	100	±0	0	16	1	16	37	13	14	2	±8
E5 – E9	100	±1	0	10	1	7	31	18	25	7	±5
Officers	100	±0	0	0	0	0	1	0	40	58	±6
USMCR	100	±0	0	17	1	15	34	10	15	7	±5
White	100	±0	0	17	2	12	34	10	16	9	±7
Total Minority	100	±0	1	16	0	20	35	10	13	4	±7
Black	100	±0	1	20	1	16	40	9	7	7	±13
Hispanic	100	±0	0	17	0	22	35	12	11	2	±10
Other Race/Ethnicity	100	±0	0	11	0	19	30	7	28	6	±15
Enlisted	100	±0	0	19	2	16	38	11	11	3	±6
E1 – E4	100	±0	0	20	2	19	39	9	7	2	±8
E5 – E9	100	±0	1	15	0	10	35	15	19	5	±7
Officers	100	±0	0	0	0	0	2	1	50	47	±5
ANG	100	±0	0	8	1	9	28	17	27	10	±3
White	100	±0	0	8	1	9	27	17	28	10	±3
Total Minority	100	±0	0	8	1	10	28	19	23	11	±3
Black	100	±0	0	6	1	8	28	18	25	13	±4
Hispanic	100	±0	0	7	1	12	28	20	21	11	±6
Other Race/Ethnicity	100	±0	0	11	1	10	29	18	24	8	±6
Enlisted	100	±0	0	9	1	11	32	20	22	5	±3
E1 – E4	100	±0	0	12	1	14	44	14	14	2	±6
E5 – E9	100	±0	0	8	1	10	28	22	25	6	±3
Officers	100	±0	0	0	0	0	0	3	57	40	±6
USAFR	100	±1	0	6	0	10	24	16	26	17	±3
White	100	±1	0	7	0	11	23	15	26	19	±4
Total Minority	100	±1	0	5	0	9	27	18	27	14	±4
Black	100	±1	0	4	1	8	25	18	29	14	±5
Hispanic	100	±1	0	6	0	10	30	17	24	12	±7
Other Race/Ethnicity	100	±0	0	6	0	7	25	18	27	16	±7
Enlisted	100	±1	0	8	0	13	30	20	23	6	±3
E1 – E4	100	±0	0	11	0	17	43	14	13	3	±6
E5 – E9	99	±1	0	7	1	11	25	23	27	7	±4
Officers	100	±0	0	0	0	0	0	0	38	62	±6
USCGR	100	±1	1	5	1	8	24	13	32	16	±4
White	100	±1	0	5	1	8	22	14	33	17	±5
Total Minority	100	±0	2	4	0	8	28	12	30	15	±7
Black	100	±0	2	2	NR	10	40	NR	31	15	±20
Hispanic	100	±0	0	5	0	7	30	20	23	13	±9
Other Race/Ethnicity	100	±0	5	5	0	9	17	6	40	19	±13
Enlisted	100	±1	1	6	1	9	28	15	31	10	±5
E1 – E4	100	±0	1	6	0	10	33	16	26	7	±8
E5 – E9	100	±1	1	6	1	9	25	14	33	11	±6
Officers	100	±0	0	0	0	1	3	6	40	50	±6

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

7. What is your marital status?

1. Married
4. Widowed

2. Separated
5. Never married

3. Divorced

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
TOTAL DOD	100	±1	53	2	11	0	33	±2
Enlisted	100	±1	50	2	12	0	36	±2
E1 – E4	100	±1	33	2	7	0	57	±4
E5 – E9	100	±1	63	2	15	1	19	±2
Officers	100	±1	73	2	10	1	15	±3
O1 – O3	100	±1	64	2	9	0	24	±5
O4 – O6	100	±1	80	1	11	1	8	±3
Male	100	±1	58	2	10	0	30	±2
Female	100	±1	34	2	18	1	44	±4
White	100	±1	57	2	10	0	31	±3
Total Minority	100	±1	47	2	14	0	37	±2
Black	100	±1	43	2	16	0	39	±3
Hispanic	100	±0	51	2	14	0	32	±3
AIAN	100	±1	60	2	11	0	27	±15
Asian	100	±1	46	1	9	0	44	±4
NHPI	100	±0	49	1	9	1	41	±14
Two or More Races	100	±1	45	2	11	1	42	±8
AGR/FTS/AR	100	±1	73	2	14	0	11	±3
Other Selected Reserve	100	±1	51	2	11	0	35	±2
Reserve Unit	100	±1	51	2	11	0	36	±2
Military Technician	100	±1	63	2	13	0	22	±4
IMA	100	±1	77	1	10	0	11	±3
Not Activated Past 12 Months	100	±1	53	2	12	0	33	±2
Activated Past 12 Months	100	±1	56	2	10	1	32	±4
Not Deployed Past 12 Months	100	±1	53	2	11	0	34	±2
Deployed Past 12 Months	100	±1	58	2	11	0	29	±5
ARNG	100	±1	53	2	11	0	34	±3
White	100	±1	57	2	9	0	32	±4
Total Minority	100	±1	46	2	15	0	37	±4
Black	100	±0	42	2	15	0	41	±5
Hispanic	100	±0	50	3	15	0	31	±7
Other Race/Ethnicity	99	±1	47	1	13	0	39	±8
Enlisted	100	±1	51	2	11	0	36	±4
E1 – E4	100	±1	37	2	7	0	54	±6
E5 – E9	100	±1	65	2	14	1	18	±4
Officers	100	±1	69	2	11	0	18	±6
USAR	100	±0	50	2	12	1	35	±3
White	100	±0	53	2	10	1	34	±5
Total Minority	100	±0	46	2	14	1	37	±3
Black	100	±0	43	2	17	1	37	±4
Hispanic	100	±0	54	1	14	0	31	±5
Other Race/Ethnicity	100	±0	42	1	9	1	46	±8
Enlisted	100	±0	45	2	12	0	40	±4
E1 – E4	100	±0	33	2	9	0	56	±6
E5 – E9	100	±0	59	3	16	1	21	±4
Officers	100	±0	72	2	9	2	15	±6















































Note. Percent responding are Reserve component members who answered the question.

7. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
USNR	100	±1	60	2	11	0	26	±4
White	100	±0	64	2	11	0	24	±5
Total Minority	100	±1	55	3	12	0	30	±4
Black	100	±1	48	2	15	0	35	±5
Hispanic	100	±0	60	3	12	0	25	±6
Other Race/Ethnicity	100	±1	56	3	9	1	31	±6
Enlisted	100	±1	55	2	12	0	30	±4
E1 – E4	100	±0	28	2	10	0	61	±8
E5 – E9	100	±1	64	3	13	0	20	±5
Officers	100	±1	78	1	8	0	12	±5
USMCR	100	±0	36	2	6	0	57	±5
White	100	±0	37	1	5	0	56	±7
Total Minority	100	±0	33	2	6	0	59	±6
Black	100	±0	39	2	6	0	53	±10
Hispanic	100	±0	32	4	7	0	57	±9
Other Race/Ethnicity	100	±0	27	0	4	0	69	±12
Enlisted	100	±0	31	2	5	0	62	±5
E1 – E4	100	±0	20	2	3	0	76	±7
E5 – E9	100	±0	57	2	12	0	30	±7
Officers	100	±0	78	1	8	0	13	±4
ANG	100	±1	60	2	12	1	26	±3
White	100	±1	62	2	12	1	24	±3
Total Minority	100	±1	53	1	13	0	33	±4
Black	100	±1	44	2	16	0	37	±4
Hispanic	100	±0	59	1	15	1	25	±7
Other Race/Ethnicity	100	±0	55	1	7	0	37	±7
Enlisted	100	±1	57	2	12	1	29	±3
E1 – E4	100	±0	29	1	6	0	63	±6
E5 – E9	100	±1	66	2	15	1	17	±3
Officers	100	±1	77	1	10	0	12	±6
USAFR	100	±1	58	1	14	0	27	±3
White	100	±1	64	1	13	0	23	±4
Total Minority	100	±1	47	2	16	0	36	±4
Black	100	±0	44	2	19	0	35	±5
Hispanic	100	±0	46	2	16	1	36	±8
Other Race/Ethnicity	100	±1	53	1	10	0	36	±6
Enlisted	100	±1	53	1	15	0	31	±3
E1 – E4	100	±1	31	1	7	0	62	±6
E5 – E9	100	±1	63	1	18	0	18	±4
Officers	100	±1	75	1	10	1	13	±6
USCGR	100	±1	59	1	10	0	29	±4
White	100	±0	64	1	10	0	25	±5
Total Minority	100	±1	46	1	11	0	41	±7
Black	100	±0	36	4	15	NR	45	±17
Hispanic	99	±1	49	0	10	0	40	±9
Other Race/Ethnicity	99	±2	47	2	9	0	41	±13
Enlisted	100	±1	55	1	11	0	32	±5
E1 – E4	100	±0	35	0	4	0	62	±8
E5 – E9	100	±1	67	2	15	1	16	±6
Officers	100	±1	80	1	9	0	10	±6



















































Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

8. Do you have a significant other (that is, a girlfriend or boyfriend)?















































	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	45	±2	53	±3	
Enlisted	48	±2	54	±3	
E1 – E4	65	±4	53	±4	
E5 – E9	34	±2	55	±4	
Officers	25	±3	47	±6	
O1 – O3	34	±5	49	±9	
O4 – O6	19	±3	46	±8	
Male	40	±2	54	±4	
Female	63	±3	51	±5	
White	41	±3	53	±4	
Total Minority	51	±2	53	±3	
Black	55	±3	50	±4	
Hispanic	46	±3	59	±5	
AIAN	39	±13	55	±20	
Asian	53	±4	50	±5	
NHPI	50	±13	56	±20	
Two or More Races	54	±8	52	±11	
AGR/FTS/AR	25	±3	52	±7	
Other Selected Reserve	47	±2	53	±3	
Reserve Unit	47	±2	53	±3	
Military Technician	35	±4	55	±8	
IMA	22	±2	53	±6	
Not Activated Past 12 Months	45	±2	54	±3	
Activated Past 12 Months	42	±4	52	±6	
Not Deployed Past 12 Months	45	±2	54	±3	
Deployed Past 12 Months	40	±5	49	±7	
ARNG	45	±3	53	±5	
White	42	±4	51	±7	
Total Minority	51	±4	56	±5	
Black	56	±5	52	±7	
Hispanic	46	±7	62	±9	
Other Race/Ethnicity	51	±8	54	±11	
Enlisted	47	±4	53	±6	
E1 – E4	61	±6	51	±8	
E5 – E9	33	±4	57	±7	
Officers	29	±5	50	±11	
USAR	47	±3	54	±5	
White	44	±5	58	±9	
Total Minority	52	±3	50	±5	
Black	55	±4	46	±6	
Hispanic	45	±5	57	±8	
Other Race/Ethnicity	56	±8	51	±11	
Enlisted	52	±4	56	±6	
E1 – E4	65	±6	57	±8	
E5 – E9	38	±4	55	±7	
Officers	26	±5	38	±11	

Note. Percent responding are Reserve component members who answered the question and who were divorced, widowed, or never married (Q7).



















































8. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
USNR	38	±4	51	±6	
White	35	±5	49	±9	
Total Minority	43	±4	54	±5	
Black	50	±5	52	±8	
Hispanic	37	±6	57	±10	
Other Race/Ethnicity	41	±6	53	±9	
Enlisted	43	±4	51	±6	
E1 – E4	70	±7	58	±10	
E5 – E9	33	±5	47	±8	
Officers	21	±5	48	±13	
USMCR	63	±5	52	±7	
White	61	±6	51	±10	
Total Minority	65	±6	54	±8	
Black	60	±10	42	±13	
Hispanic	64	±8	59	±12	
Other Race/Ethnicity	73	±11	56	±14	
Enlisted	67	±5	52	±7	
E1 – E4	78	±6	50	±8	
E5 – E9	41	±7	63	±10	
Officers	21	±4	55	±10	
ANG	39	±3	56	±5	
White	36	±3	58	±6	
Total Minority	46	±4	51	±5	
Black	54	±4	51	±7	
Hispanic	40	±6	55	±11	
Other Race/Ethnicity	43	±6	49	±10	
Enlisted	41	±3	56	±5	
E1 – E4	69	±6	57	±8	
E5 – E9	32	±3	55	±6	
Officers	22	±5	52	±13	
USAFR	41	±3	51	±5	
White	35	±4	51	±7	
Total Minority	52	±4	52	±5	
Black	54	±5	54	±7	
Hispanic	52	±7	54	±11	
Other Race/Ethnicity	46	±6	45	±9	
Enlisted	45	±3	51	±5	
E1 – E4	68	±5	51	±7	
E5 – E9	36	±4	50	±7	
Officers	23	±6	56	±13	
USCGR	39	±4	64	±7	
White	35	±5	68	±9	
Total Minority	52	±7	55	±10	
Black	60	±15	28	±21	
Hispanic	50	±9	63	±13	
Other Race/Ethnicity	50	±12	59	±17	
Enlisted	43	±5	64	±8	
E1 – E4	65	±8	58	±10	
E5 – E9	31	±6	71	±11	
Officers	19	±5	59	±14	

Note. Percent responding are Reserve component members who answered the question and who were divorced, widowed, or never married (Q7).

9. Is your spouse/significant other Spanish/Hispanic/Latino?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	79	±2	13	±1	
Enlisted	77	±2	14	±2	
E1 – E4	70	±3	16	±3	
E5 – E9	84	±2	12	±1	
Officers	86	±2	8	±2	
O1 – O3	82	±4	10	±4	
O4 – O6	89	±3	6	±2	
Male	81	±2	13	±2	
Female	68	±4	11	±3	
White	80	±2	5	±2	
Total Minority	76	±2	28	±2	
Black	72	±3	5	±2	
Hispanic	80	±3	60	±4	
AIAN	82	±7	5	±5	
Asian	73	±3	7	±3	
NHPI	76	±10	3	±3	
Two or More Races	74	±7	16	±10	
AGR/FTS/AR	87	±3	11	±2	
Other Selected Reserve	78	±2	13	±2	
Reserve Unit	78	±2	13	±2	
Military Technician	84	±3	10	±2	
IMA	89	±2	10	±2	
Not Activated Past 12 Months	79	±2	12	±2	
Activated Past 12 Months	79	±3	14	±3	
Not Deployed Past 12 Months	79	±2	12	±2	
Deployed Past 12 Months	79	±4	16	±4	
ARNG	79	±3	11	±2	
White	80	±4	4	±3	
Total Minority	77	±3	29	±4	
Black	73	±5	4	±3	
Hispanic	82	±5	60	±8	
Other Race/Ethnicity	75	±6	6	±4	
Enlisted	78	±3	12	±3	
E1 – E4	70	±6	15	±5	
E5 – E9	85	±3	10	±2	
Officers	85	±4	6	±3	
USAR	78	±3	16	±3	
White	81	±5	6	±4	
Total Minority	74	±3	29	±3	
Black	71	±4	4	±3	
Hispanic	81	±5	67	±6	
Other Race/Ethnicity	72	±7	15	±12	
Enlisted	77	±4	17	±3	
E1 – E4	72	±6	19	±5	
E5 – E9	83	±3	16	±3	
Officers	84	±5	12	±5	

Note. Percent responding are Reserve component members who answered the question and who were married, separated, or had a significant other (Q7/Q8).

9. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
USNR	81	±3	14	±3	
White	81	±5	6	±4	
Total Minority	80	±3	26	±4	
Black	75	±5	6	±4	
Hispanic	84	±4	55	±7	
Other Race/Ethnicity	81	±4	7	±3	
Enlisted	78	±4	16	±3	
E1 – E4	70	±7	16	±7	
E5 – E9	81	±4	16	±4	
Officers	89	±4	7	±4	
USMCR	69	±5	20	±5	
White	69	±7	10	±7	
Total Minority	70	±6	39	±7	
Black	65	±10	15	±20	
Hispanic	73	±8	56	±11	
Other Race/Ethnicity	67	±10	12	±8	
Enlisted	67	±6	22	±6	
E1 – E4	61	±7	24	±8	
E5 – E9	83	±5	18	±4	
Officers	90	±3	9	±3	
ANG	82	±2	10	±2	
White	84	±3	5	±2	
Total Minority	77	±3	26	±4	
Black	73	±4	6	±3	
Hispanic	81	±6	58	±7	
Other Race/Ethnicity	77	±6	8	±5	
Enlisted	81	±3	10	±2	
E1 – E4	70	±6	11	±5	
E5 – E9	85	±3	9	±2	
Officers	89	±4	9	±4	
USAFR	79	±3	11	±2	
White	82	±4	5	±3	
Total Minority	74	±4	21	±3	
Black	74	±5	9	±4	
Hispanic	75	±7	48	±7	
Other Race/Ethnicity	74	±6	7	±3	
Enlisted	77	±3	12	±2	
E1 – E4	66	±6	14	±6	
E5 – E9	81	±4	11	±3	
Officers	88	±4	8	±4	
USCGR	85	±3	12	±3	
White	88	±4	7	±4	
Total Minority	76	±6	30	±7	
Black	57	±17	10	±15	
Hispanic	81	±7	45	±10	
Other Race/Ethnicity	79	±9	13	±11	
Enlisted	84	±4	14	±4	
E1 – E4	72	±7	13	±7	
E5 – E9	90	±4	14	±5	
Officers	91	±4	6	±4	

Note. Percent responding are Reserve component members who answered the question and who were married, separated, or had a significant other (Q7/Q8).

10. What race is your spouse/significant other?a. White
d. Asianb. Black
e. Native Hawaiian or other Pacific
Islanderc. American Indian or Alaska Native
f. More than one race

	Percent Responding		Percentages						Max ME
			a	b	c	d	e	f	
TOTAL DOD	76	±2	80	14	2	6	1	2	±1
Enlisted	75	±2	79	14	2	6	2	2	±2
E1 – E4	66	±4	78	15	2	6	2	3	±3
E5 – E9	82	±2	80	14	2	6	1	2	±2
Officers	85	±3	84	9	3	6	1	3	±2
O1 – O3	81	±4	81	11	6	6	1	4	±4
O4 – O6	88	±3	86	7	2	6	1	2	±3
Male	79	±2	82	11	2	6	1	2	±2
Female	67	±4	70	26	2	3	2	3	±3
White	79	±2	94	2	2	4	0	1	±2
Total Minority	72	±2	50	39	4	10	4	5	±2
Black	70	±3	15	84	1	3	1	3	±3
Hispanic	74	±3	87	9	3	4	2	3	±3
AIAN	81	±7	67	6	24	2	1	0	±13
Asian	71	±3	35	3	1	61	4	3	±6
NHPI	76	±10	17	1	6	15	67	6	±13
Two or More Races	71	±7	72	20	15	22	9	26	±11
AGR/FTS/AR	85	±3	79	16	3	5	1	3	±3
Other Selected Reserve	75	±2	80	13	2	6	1	2	±2
Reserve Unit	75	±2	80	13	2	6	1	2	±2
Military Technician	82	±4	81	12	2	6	1	2	±3
IMA	87	±2	84	9	2	7	1	3	±2
Not Activated Past 12 Months	76	±2	80	13	2	6	2	2	±2
Activated Past 12 Months	76	±3	80	14	2	5	1	2	±3
Not Deployed Past 12 Months	76	±2	80	14	2	6	2	2	±2
Deployed Past 12 Months	76	±4	83	12	2	5	1	2	±3
ARNG	77	±3	83	12	2	4	1	2	±2
White	78	±4	96	1	1	3	0	1	±3
Total Minority	74	±4	53	38	4	7	5	5	±4
Black	72	±5	14	84	1	4	1	3	±5
Hispanic	75	±6	88	9	3	2	2	3	±5
Other Race/Ethnicity	74	±6	56	8	13	26	17	15	±13
Enlisted	76	±3	83	12	2	4	2	2	±3
E1 – E4	68	±6	81	13	2	4	2	3	±4
E5 – E9	84	±3	84	11	2	4	1	1	±3
Officers	85	±4	87	8	1	5	1	2	±4
USAR	75	±3	72	20	3	6	2	3	±3
White	78	±5	92	3	3	3	1	2	±4
Total Minority	71	±3	45	44	3	10	3	4	±4
Black	69	±4	15	85	1	1	1	3	±4
Hispanic	74	±5	86	9	4	4	2	4	±4
Other Race/Ethnicity	71	±7	42	11	7	38	11	8	±11
Enlisted	74	±4	71	21	2	6	2	2	±3
E1 – E4	68	±6	72	19	3	6	2	2	±5
E5 – E9	80	±3	71	23	2	5	2	2	±3
Officers	82	±5	75	16	7	7	1	6	±5















































Note. Percent responding are Reserve component members who answered the question and who were married, separated, or had a significant other (Q7/Q8).

10. Continued	Percent Responding		Percentages						Max ME
			a	b	c	d	e	f	
USNR	78	±3	75	16	3	10	1	3	±3
White	80	±5	90	3	2	6	0	2	±4
Total Minority	74	±3	49	37	4	16	2	5	±4
Black	72	±5	11	85	1	3	0	1	±5
Hispanic	74	±6	83	10	3	6	1	3	±5
Other Race/Ethnicity	77	±5	48	12	10	47	5	12	±10
Enlisted	75	±4	70	19	3	11	1	3	±4
E1 – E4	66	±8	68	23	1	10	1	3	±7
E5 – E9	78	±4	71	18	3	11	1	3	±4
Officers	88	±4	87	6	3	7	0	3	±4
USMCR	65	±5	86	9	2	5	1	2	±3
White	65	±7	94	3	1	4	0	1	±5
Total Minority	64	±6	71	21	4	8	2	4	±6
Black	57	±11	20	81	2	3	0	5	±9
Hispanic	67	±8	93	4	3	2	1	3	±4
Other Race/Ethnicity	62	±10	58	7	8	31	5	6	±16
Enlisted	62	±6	86	10	2	5	1	2	±4
E1 – E4	55	±8	86	10	1	4	1	2	±6
E5 – E9	80	±5	85	9	2	6	1	3	±8
Officers	88	±3	88	6	2	7	1	3	±4
ANG	80	±2	87	8	2	6	1	3	±2
White	82	±3	96	1	1	3	0	2	±2
Total Minority	74	±3	54	31	6	15	6	8	±4
Black	71	±4	19	78	2	3	1	3	±5
Hispanic	76	±6	85	10	7	6	3	9	±7
Other Race/Ethnicity	74	±6	54	6	10	38	14	14	±7
Enlisted	79	±3	86	8	2	6	2	3	±2
E1 – E4	69	±6	84	9	3	7	3	5	±4
E5 – E9	82	±3	87	7	2	6	1	3	±2
Officers	88	±4	91	6	2	5	1	3	±4
USAFR	76	±3	77	14	2	7	1	2	±3
White	80	±4	92	2	1	5	1	1	±3
Total Minority	70	±4	46	42	3	12	3	4	±4
Black	69	±5	15	82	1	3	1	1	±5
Hispanic	70	±7	85	9	4	5	1	3	±6
Other Race/Ethnicity	72	±6	50	9	4	38	10	9	±9
Enlisted	74	±3	75	17	2	7	1	2	±3
E1 – E4	62	±6	68	25	1	8	2	4	±5
E5 – E9	78	±4	77	15	2	7	1	1	±3
Officers	86	±4	86	5	2	7	1	1	±4
USCGR	83	±3	89	4	2	6	2	2	±3
White	87	±4	94	1	1	4	1	1	±4
Total Minority	73	±6	71	15	5	15	5	6	±7
Black	55	±16	13	80	NR	3	3	NR	±18
Hispanic	77	±8	88	6	8	10	3	8	±13
Other Race/Ethnicity	75	±10	64	6	2	27	9	6	±16
Enlisted	81	±4	89	4	2	6	2	2	±4
E1 – E4	70	±8	91	3	5	7	2	4	±8
E5 – E9	88	±4	88	4	0	6	2	1	±5
Officers	88	±4	90	4	2	7	0	3	±4



















































Note. Percent responding are Reserve component members who answered the question and who were married, separated, or had a significant other (Q7/Q8).

NR: Not reportable

11. Do you have a child, children, or other legal dependents?















































	Percent Responding		Percentages	Max ME	Percentage With Dependents
			Yes		
TOTAL DOD	100	±1	53	±2	
Enlisted	100	±1	50	±2	
E1 – E4	100	±1	33	±4	
E5 – E9	100	±1	64	±2	
Officers	100	±1	67	±3	
O1 – O3	100	±0	56	±5	
O4 – O6	100	±1	76	±4	
Male	100	±1	55	±2	
Female	99	±1	43	±4	
White	100	±1	52	±3	
Total Minority	100	±1	55	±2	
Black	100	±1	57	±3	
Hispanic	100	±1	56	±4	
AIAN	100	±1	59	±13	
Asian	100	±1	42	±4	
NHPI	100	±0	59	±14	
Two or More Races	100	±1	46	±8	
AGR/FTS/AR	100	±1	76	±3	
Other Selected Reserve	100	±1	50	±2	
Reserve Unit	100	±1	50	±2	
Military Technician	100	±1	62	±4	
IMA	100	±1	70	±3	
Not Activated Past 12 Months	100	±1	53	±2	
Activated Past 12 Months	99	±1	52	±4	
Not Deployed Past 12 Months	100	±1	53	±2	
Deployed Past 12 Months	99	±1	54	±5	
ARNG	100	±1	52	±3	
White	100	±1	51	±4	
Total Minority	100	±1	56	±4	
Black	100	±1	58	±5	
Hispanic	100	±0	57	±7	
Other Race/Ethnicity	100	±1	48	±8	
Enlisted	100	±1	50	±4	
E1 – E4	100	±1	35	±6	
E5 – E9	100	±1	65	±4	
Officers	100	±0	64	±6	
USAR	100	±1	51	±3	
White	100	±1	50	±5	
Total Minority	100	±1	53	±3	
Black	100	±1	54	±4	
Hispanic	100	±1	57	±5	
Other Race/Ethnicity	100	±1	43	±8	
Enlisted	100	±1	49	±4	
E1 – E4	99	±2	36	±6	
E5 – E9	100	±1	63	±4	
Officers	100	±1	64	±6	

Note. Percent responding are Reserve component members who answered the question. The definition of "child, children, or other legal dependents" includes anyone in a member's family, except their spouse, who has, or is eligible to have, a Uniformed Services Identification card (military ID card) or is eligible for military health care benefits and is enrolled in the Defense Enrollment Eligibility Reporting System (DEERS).

11. Continued	Percent Responding		Percentages	Max ME	Percentage With Dependents
			Yes		
USNR	100	±1	61	±4	
White	100	±0	60	±5	
Total Minority	100	±1	62	±4	
Black	100	±1	63	±5	
Hispanic	100	±0	64	±6	
Other Race/Ethnicity	100	±1	57	±6	
Enlisted	100	±1	58	±4	
E1 – E4	100	±0	33	±7	
E5 – E9	100	±1	67	±5	
Officers	100	±1	68	±6	
USMCR	100	±1	33	±4	
White	100	±0	31	±6	
Total Minority	99	±3	35	±6	
Black	100	±0	49	±10	
Hispanic	98	±5	31	±8	
Other Race/Ethnicity	100	±0	27	±13	
Enlisted	100	±1	28	±5	
E1 – E4	99	±2	17	±6	
E5 – E9	100	±0	55	±7	
Officers	100	±0	71	±4	
ANG	100	±1	57	±3	
White	100	±1	56	±3	
Total Minority	100	±1	59	±4	
Black	100	±0	60	±4	
Hispanic	100	±1	62	±7	
Other Race/Ethnicity	100	±1	53	±6	
Enlisted	100	±1	54	±3	
E1 – E4	99	±1	28	±5	
E5 – E9	100	±1	63	±3	
Officers	100	±1	72	±6	
USAFR	100	±1	58	±3	
White	100	±1	58	±4	
Total Minority	100	±1	56	±4	
Black	100	±1	63	±5	
Hispanic	99	±1	51	±7	
Other Race/Ethnicity	99	±1	49	±6	
Enlisted	100	±1	53	±4	
E1 – E4	100	±1	31	±5	
E5 – E9	99	±1	63	±4	
Officers	100	±1	74	±6	
USCGR	100	±1	53	±4	
White	100	±0	54	±5	
Total Minority	100	±1	46	±7	
Black	100	±0	45	±16	
Hispanic	100	±1	47	±9	
Other Race/Ethnicity	100	±0	45	±12	
Enlisted	100	±0	49	±5	
E1 – E4	100	±0	23	±7	
E5 – E9	100	±0	64	±6	
Officers	100	±1	70	±6	

Note. Percent responding are Reserve component members who answered the question. The definition of "child, children, or other legal dependents" includes anyone in a member's family, except their spouse, who has, or is eligible to have, a Uniformed Services identification card (military ID card) or is eligible for military health care benefits and is enrolled in the Defense Enrollment Eligibility Reporting System (DEERS).

12. Have you served on active duty, not as a member of the National Guard/Reserve, for a cumulative 24 months or more?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	100	±1	45	±2	
Enlisted	100	±1	42	±2	
E1 – E4	100	±1	19	±3	
E5 – E9	100	±1	62	±2	
Officers	100	±1	60	±3	
O1 – O3	100	±1	49	±5	
O4 – O6	100	±1	69	±4	
Male	100	±1	47	±2	
Female	100	±1	36	±3	
White	100	±1	45	±2	
Total Minority	100	±1	46	±2	
Black	100	±1	47	±3	
Hispanic	100	±1	46	±3	
AIAN	100	±0	60	±13	
Asian	100	±1	40	±4	
NHPI	100	±0	44	±12	
Two or More Races	100	±1	45	±8	
AGR/FTS/AR	100	±1	74	±3	
Other Selected Reserve	100	±1	42	±2	
Reserve Unit	100	±1	41	±2	
Military Technician	100	±1	52	±4	
IMA	100	±1	84	±2	
Not Activated Past 12 Months	100	±1	44	±2	
Activated Past 12 Months	100	±1	49	±3	
Not Deployed Past 12 Months	100	±1	44	±2	
Deployed Past 12 Months	100	±1	52	±5	
ARNG	100	±1	37	±3	
White	100	±1	36	±4	
Total Minority	100	±1	38	±4	
Black	100	±0	38	±5	
Hispanic	100	±1	39	±7	
Other Race/Ethnicity	100	±0	38	±8	
Enlisted	100	±1	35	±3	
E1 – E4	100	±0	17	±5	
E5 – E9	100	±1	54	±4	
Officers	100	±1	48	±6	
USAR	100	±1	47	±3	
White	100	±1	45	±5	
Total Minority	100	±1	49	±3	
Black	100	±1	51	±4	
Hispanic	100	±1	50	±5	
Other Race/Ethnicity	100	±1	43	±8	
Enlisted	100	±1	44	±4	
E1 – E4	99	±2	22	±6	
E5 – E9	100	±1	68	±4	
Officers	100	±1	58	±6	

Note. Percent responding are Reserve component members who answered the question.

12. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
USNR	100	±1	67	±4	
White	100	±1	70	±5	
Total Minority	100	±1	64	±4	
Black	100	±1	64	±5	
Hispanic	100	±0	64	±6	
Other Race/Ethnicity	100	±0	63	±6	
Enlisted	100	±1	65	±4	
E1 – E4	100	±0	37	±8	
E5 – E9	100	±1	75	±5	
Officers	100	±0	77	±5	
USMCR	100	±1	39	±4	
White	100	±1	38	±6	
Total Minority	100	±1	42	±6	
Black	100	±1	51	±10	
Hispanic	100	±1	38	±9	
Other Race/Ethnicity	100	±1	44	±13	
Enlisted	100	±1	34	±5	
E1 – E4	100	±1	16	±7	
E5 – E9	99	±1	76	±7	
Officers	100	±1	90	±3	
ANG	100	±1	49	±3	
White	100	±1	50	±3	
Total Minority	100	±1	46	±3	
Black	100	±0	47	±4	
Hispanic	100	±1	46	±6	
Other Race/Ethnicity	100	±1	46	±6	
Enlisted	100	±1	47	±3	
E1 – E4	100	±1	12	±4	
E5 – E9	100	±1	59	±3	
Officers	100	±0	59	±6	
USAFR	100	±1	59	±3	
White	100	±1	64	±4	
Total Minority	100	±1	50	±4	
Black	100	±0	48	±5	
Hispanic	100	±1	52	±7	
Other Race/Ethnicity	100	±1	54	±6	
Enlisted	100	±1	55	±3	
E1 – E4	100	±0	24	±5	
E5 – E9	100	±1	68	±4	
Officers	100	±0	75	±6	
USCGR	100	±0	52	±4	
White	100	±0	52	±5	
Total Minority	100	±0	50	±7	
Black	100	±0	47	±16	
Hispanic	100	±0	50	±9	
Other Race/Ethnicity	100	±0	50	±12	
Enlisted	100	±0	49	±5	
E1 – E4	100	±0	26	±8	
E5 – E9	100	±0	62	±6	
Officers	100	±0	62	±6	

Note. Percent responding are Reserve component members who answered the question.

13. In your opinion, how does your spouse/significant other view your participation in the National Guard/Reserve?

1. Very unfavorably

2. Somewhat unfavorably

3. Neither favorably nor unfavorably

4. Somewhat favorably

5. Very favorably

	Percent Responding		Percentages					Max ME	Average Favorableness		
			1	2	3	4	5				
TOTAL DOD	79	±2	3	7	11	31	48	±2	4.1	±0.1	
Enlisted	77	±2	3	7	11	30	48	±2	4.1	±0.1	
E1 – E4	69	±3	4	7	14	30	45	±4	4.0	±0.1	
E5 – E9	84	±2	3	7	9	30	51	±2	4.2	±0.1	
Officers	86	±2	3	7	7	34	48	±3	4.2	±0.1	
O1 – O3	83	±4	5	11	6	37	40	±6	4.0	±0.2	
O4 – O6	89	±3	2	4	8	32	55	±4	4.3	±0.1	
Male	81	±2	3	7	11	32	47	±2	4.1	±0.1	
Female	69	±4	3	7	11	26	53	±4	4.2	±0.1	
White	80	±2	3	7	10	31	48	±3	4.1	±0.1	
Total Minority	76	±2	3	6	11	30	49	±2	4.2	±0.1	
Black	72	±3	2	5	11	30	52	±3	4.2	±0.1	
Hispanic	81	±3	4	7	10	30	49	±4	4.1	±0.1	
AIAN	82	±7	3	13	12	26	47	±24	4.0	±0.4	
Asian	74	±3	2	8	16	33	41	±6	4.0	±0.1	
NHPI	78	±10	1	3	10	34	51	±19	4.3	±0.2	
Two or More Races	74	±7	3	7	11	32	47	±10	4.1	±0.2	
AGR/FTS/AR	87	±3	2	4	7	27	60	±4	4.4	±0.1	
Other Selected Reserve	78	±2	3	7	11	31	47	±2	4.1	±0.1	
Reserve Unit	78	±2	4	7	11	31	47	±2	4.1	±0.1	
Military Technician	84	±3	2	7	9	28	54	±4	4.2	±0.1	
IMA	89	±2	2	5	8	32	53	±3	4.3	±0.1	
Not Activated Past 12 Months	79	±2	3	7	10	30	50	±2	4.2	±0.1	
Activated Past 12 Months	80	±3	4	9	11	32	45	±4	4.0	±0.1	
Not Deployed Past 12 Months	79	±2	3	7	10	30	49	±2	4.2	±0.1	
Deployed Past 12 Months	79	±4	4	8	11	34	43	±5	4.0	±0.2	
ARNG	79	±3	5	7	10	31	47	±4	4.1	±0.1	
White	79	±4	4	8	10	31	46	±5	4.1	±0.2	
Total Minority	77	±3	5	6	11	31	47	±5	4.1	±0.2	
Black	73	±5	4	5	13	29	50	±6	4.2	±0.2	
Hispanic	82	±5	7	7	8	31	47	±8	4.0	±0.3	
Other Race/Ethnicity	76	±6	3	5	12	37	42	±11	4.1	±0.2	
Enlisted	78	±3	5	7	11	31	47	±4	4.1	±0.1	
E1 – E4	69	±6	6	8	13	28	45	±7	4.0	±0.2	
E5 – E9	85	±3	3	7	8	33	48	±4	4.2	±0.1	
Officers	85	±4	4	7	8	34	47	±6	4.1	±0.2	
USAR	78	±3	3	8	13	33	43	±4	4.0	±0.1	
White	81	±5	4	9	14	34	38	±6	3.9	±0.2	
Total Minority	74	±3	2	7	13	30	48	±4	4.1	±0.1	
Black	71	±4	2	6	9	31	52	±5	4.3	±0.1	
Hispanic	80	±5	2	8	15	28	47	±6	4.1	±0.2	
Other Race/Ethnicity	72	±7	3	10	15	30	42	±11	4.0	±0.3	
Enlisted	77	±4	3	8	15	31	43	±4	4.0	±0.1	
E1 – E4	72	±6	3	8	17	33	40	±7	4.0	±0.2	
E5 – E9	83	±3	3	9	13	29	46	±5	4.1	±0.1	
Officers	84	±5	5	9	7	40	40	±7	4.0	±0.2	

Note. Percent responding are Reserve component members who answered the question and who were married, separated, or had a significant other (O7/Q8).

13. Continued	Percent Responding		Percentages					Max ME	Average Favorableness		
			1	2	3	4	5				
USNR	81	±3	2	7	11	31	50	±4	4.2	±0.1	
White	82	±4	2	7	9	31	51	±6	4.2	±0.2	
Total Minority	80	±3	1	6	13	30	49	±4	4.2	±0.1	
Black	75	±5	2	5	14	29	50	±6	4.2	±0.2	
Hispanic	84	±4	1	9	10	30	51	±7	4.2	±0.2	
Other Race/Ethnicity	81	±4	2	6	17	32	43	±8	4.1	±0.2	
Enlisted	79	±4	2	7	12	29	50	±5	4.2	±0.1	
E1 – E4	70	±7	2	7	12	31	47	±10	4.1	±0.2	
E5 – E9	82	±4	2	7	11	29	51	±6	4.2	±0.2	
Officers	89	±4	1	8	8	35	48	±6	4.2	±0.2	
USMCR	70	±5	3	8	13	33	42	±6	4.0	±0.2	
White	70	±7	4	8	14	31	43	±8	4.0	±0.2	
Total Minority	70	±6	3	9	12	36	40	±8	4.0	±0.2	
Black	65	±10	0	5	9	38	48	±13	4.3	±0.2	
Hispanic	73	±8	3	5	11	38	43	±11	4.1	±0.2	
Other Race/Ethnicity	68	±10	4	27	15	29	25	±24	3.4	±0.4	
Enlisted	68	±6	4	9	14	33	41	±7	4.0	±0.2	
E1 – E4	61	±7	5	10	12	34	39	±10	3.9	±0.3	
E5 – E9	84	±5	2	7	16	31	44	±8	4.1	±0.2	
Officers	90	±3	2	5	7	36	50	±5	4.3	±0.1	
ANG	83	±2	1	4	7	27	60	±3	4.4	±0.1	
White	84	±3	1	4	6	27	61	±4	4.4	±0.1	
Total Minority	77	±3	1	5	9	28	57	±4	4.4	±0.1	
Black	73	±4	1	3	10	31	54	±5	4.3	±0.1	
Hispanic	81	±6	1	4	8	27	60	±7	4.4	±0.2	
Other Race/Ethnicity	78	±6	0	6	10	27	57	±7	4.3	±0.2	
Enlisted	81	±3	1	4	7	27	61	±3	4.4	±0.1	
E1 – E4	70	±6	1	3	11	27	59	±7	4.4	±0.2	
E5 – E9	85	±3	1	5	6	27	61	±4	4.4	±0.1	
Officers	89	±4	2	5	5	30	59	±7	4.4	±0.2	
USAFR	80	±3	2	6	8	28	55	±4	4.3	±0.1	
White	82	±4	2	8	8	29	53	±5	4.2	±0.1	
Total Minority	75	±4	2	4	9	26	60	±4	4.4	±0.1	
Black	75	±5	1	3	9	27	61	±6	4.4	±0.1	
Hispanic	76	±7	3	5	9	23	60	±7	4.3	±0.2	
Other Race/Ethnicity	74	±6	1	4	9	30	56	±8	4.4	±0.1	
Enlisted	77	±3	2	7	8	29	54	±4	4.3	±0.1	
E1 – E4	67	±6	2	6	10	28	54	±7	4.3	±0.2	
E5 – E9	82	±4	2	7	8	29	54	±5	4.2	±0.1	
Officers	89	±4	2	5	8	27	59	±7	4.4	±0.2	
USCGR	85	±3	1	7	7	29	56	±5	4.3	±0.1	
White	89	±4	1	8	7	29	55	±6	4.3	±0.2	
Total Minority	76	±6	2	2	8	26	62	±8	4.4	±0.2	
Black	57	±17	2	NR	8	28	62	±18	4.5	±0.3	
Hispanic	81	±7	1	0	7	24	69	±9	4.6	±0.2	
Other Race/Ethnicity	79	±9	NR	7	9	29	50	±16	4.1	±0.4	
Enlisted	84	±4	1	7	8	29	56	±6	4.3	±0.2	
E1 – E4	72	±7	1	9	6	30	54	±10	4.3	±0.2	
E5 – E9	91	±4	1	6	9	28	56	±7	4.3	±0.2	
Officers	91	±4	1	5	6	29	59	±7	4.4	±0.2	

Note. Percent responding are Reserve component members who answered the question and who were married, separated, or had a significant other (Q7/Q8).
NR: Not reportable

14. In your opinion, how does your family view your participation in the National Guard/Reserve?















































1. Very unfavorably

2. Somewhat unfavorably

3. Neither favorably nor unfavorably

4. Somewhat favorably

5. Very favorably

	Percent Responding		Percentages					Max ME	Average Favorableness		
			1	2	3	4	5				
TOTAL DOD	100	±1	2	4	9	30	55	±2	4.3	±0.1	
Enlisted	99	±1	2	4	10	30	55	±2	4.3	±0.1	
E1 – E4	99	±1	2	4	10	28	56	±4	4.3	±0.1	
E5 – E9	100	±1	1	4	9	31	55	±2	4.3	±0.1	
Officers	100	±1	1	5	8	33	54	±3	4.3	±0.1	
O1 – O3	100	±1	2	7	9	34	49	±5	4.2	±0.1	
O4 – O6	100	±1	1	3	6	32	59	±4	4.5	±0.1	
Male	99	±1	2	4	10	30	55	±2	4.3	±0.1	
Female	100	±1	2	3	9	30	55	±4	4.3	±0.1	
White	99	±1	2	4	9	31	55	±3	4.3	±0.1	
Total Minority	100	±1	2	4	10	29	54	±2	4.3	±0.1	
Black	100	±1	2	3	9	30	56	±3	4.3	±0.1	
Hispanic	100	±1	2	5	10	27	57	±3	4.3	±0.1	
AIAN	100	±0	0	3	14	35	48	±14	4.3	±0.2	
Asian	100	±1	2	6	15	34	43	±4	4.1	±0.1	
NHPI	99	±3	3	2	9	30	56	±12	4.3	±0.3	
Two or More Races	100	±1	2	4	11	31	52	±8	4.3	±0.2	
AGR/FTS/AR	100	±1	1	3	6	27	64	±4	4.5	±0.1	
Other Selected Reserve	100	±1	2	4	10	30	54	±2	4.3	±0.1	
Reserve Unit	99	±1	2	4	10	30	54	±2	4.3	±0.1	
Military Technician	100	±1	1	4	9	27	59	±4	4.4	±0.1	
IMA	100	±1	1	3	8	30	58	±3	4.4	±0.1	
Not Activated Past 12 Months	100	±1	2	4	9	29	56	±2	4.3	±0.1	
Activated Past 12 Months	100	±1	1	4	10	32	51	±4	4.3	±0.1	
Not Deployed Past 12 Months	100	±1	2	4	9	30	56	±2	4.3	±0.1	
Deployed Past 12 Months	100	±1	1	6	13	33	48	±5	4.2	±0.1	
ARNG	99	±1	2	4	10	32	52	±3	4.3	±0.1	
White	99	±2	2	4	10	32	52	±4	4.3	±0.1	
Total Minority	100	±1	3	5	9	30	53	±4	4.3	±0.1	
Black	100	±1	3	4	10	32	51	±5	4.2	±0.1	
Hispanic	100	±1	3	5	7	28	58	±6	4.3	±0.2	
Other Race/Ethnicity	100	±0	4	4	12	34	47	±8	4.2	±0.2	
Enlisted	99	±1	2	4	10	31	52	±4	4.3	±0.1	
E1 – E4	98	±2	2	3	11	29	54	±6	4.3	±0.2	
E5 – E9	100	±1	2	5	9	34	50	±4	4.3	±0.1	
Officers	100	±0	1	6	9	34	50	±6	4.3	±0.1	
USAR	100	±1	2	5	11	31	51	±4	4.2	±0.1	
White	100	±1	2	5	10	33	50	±6	4.2	±0.1	
Total Minority	100	±1	2	5	12	29	52	±3	4.2	±0.1	
Black	100	±1	2	3	9	29	57	±5	4.4	±0.1	
Hispanic	100	±1	2	8	13	26	52	±5	4.2	±0.2	
Other Race/Ethnicity	100	±1	2	5	18	33	43	±8	4.1	±0.2	
Enlisted	100	±1	2	5	12	30	51	±4	4.2	±0.1	
E1 – E4	100	±1	2	5	10	29	53	±6	4.3	±0.2	
E5 – E9	100	±1	2	5	13	31	49	±4	4.2	±0.1	
Officers	100	±1	2	4	9	36	49	±6	4.3	±0.2	

Note. Percent responding are Reserve component members who answered the question.

14. Continued	Percent Responding		Percentages					Max ME	Average Favorableness		
			1	2	3	4	5				
USNR	100	±1	1	4	10	30	56	±4	4.4	±0.1	
White	99	±1	1	3	8	30	57	±6	4.4	±0.1	
Total Minority	100	±1	1	4	13	29	53	±4	4.3	±0.1	
Black	100	±1	1	2	12	30	55	±5	4.4	±0.1	
Hispanic	100	±0	0	4	14	28	54	±6	4.3	±0.2	
Other Race/Ethnicity	100	±1	1	7	12	29	51	±7	4.2	±0.2	
Enlisted	100	±1	1	4	10	29	56	±4	4.4	±0.1	
E1 – E4	100	±0	1	3	12	28	56	±8	4.4	±0.2	
E5 – E9	99	±1	1	4	10	30	56	±5	4.4	±0.1	
Officers	100	±1	0	4	9	33	55	±6	4.4	±0.1	
USMCR	99	±1	2	5	14	29	49	±5	4.2	±0.2	
White	99	±2	3	6	13	28	50	±7	4.2	±0.2	
Total Minority	99	±1	2	4	16	31	47	±6	4.2	±0.2	
Black	99	±2	1	3	13	37	46	±12	4.2	±0.2	
Hispanic	99	±1	2	3	15	28	52	±9	4.2	±0.2	
Other Race/Ethnicity	99	±2	4	7	23	31	36	±14	3.9	±0.3	
Enlisted	99	±1	3	6	15	29	48	±6	4.1	±0.2	
E1 – E4	99	±2	4	6	15	30	46	±8	4.1	±0.2	
E5 – E9	99	±1	1	6	14	26	54	±7	4.3	±0.2	
Officers	100	±1	0	2	7	31	60	±5	4.5	±0.1	
ANG	100	±1	1	2	6	24	67	±3	4.6	±0.1	
White	100	±1	1	2	5	23	69	±3	4.6	±0.1	
Total Minority	100	±1	1	3	6	27	63	±4	4.5	±0.1	
Black	100	±1	0	2	7	27	64	±5	4.5	±0.1	
Hispanic	100	±1	2	2	6	25	65	±6	4.5	±0.2	
Other Race/Ethnicity	99	±2	0	4	6	29	61	±6	4.5	±0.1	
Enlisted	100	±1	1	2	6	24	68	±3	4.6	±0.1	
E1 – E4	100	±1	1	1	7	18	74	±6	4.6	±0.1	
E5 – E9	100	±1	1	2	5	26	66	±3	4.5	±0.1	
Officers	100	±1	1	3	6	26	64	±6	4.5	±0.1	
USAFR	100	±1	1	3	5	28	62	±3	4.5	±0.1	
White	100	±1	1	3	5	29	62	±4	4.5	±0.1	
Total Minority	100	±1	1	2	6	27	64	±4	4.5	±0.1	
Black	100	±0	1	2	6	26	66	±5	4.6	±0.1	
Hispanic	100	±0	1	4	7	23	66	±7	4.5	±0.2	
Other Race/Ethnicity	100	±1	1	2	7	33	56	±7	4.4	±0.1	
Enlisted	100	±1	1	3	6	28	63	±4	4.5	±0.1	
E1 – E4	100	±0	1	2	4	25	68	±6	4.6	±0.1	
E5 – E9	100	±1	1	4	6	29	60	±4	4.5	±0.1	
Officers	100	±1	1	3	4	30	62	±6	4.5	±0.1	
USCGR	100	±1	0	3	6	25	66	±4	4.5	±0.1	
White	100	±1	0	3	6	25	65	±5	4.5	±0.1	
Total Minority	100	±0	2	1	6	21	71	±6	4.6	±0.2	
Black	100	±0	2	NR	4	18	76	±15	4.6	±0.3	
Hispanic	100	±0	0	0	4	20	76	±8	4.7	±0.1	
Other Race/Ethnicity	100	±0	4	1	10	24	61	±17	4.4	±0.3	
Enlisted	100	±1	0	3	6	24	67	±5	4.5	±0.1	
E1 – E4	100	±0	0	2	4	24	69	±8	4.6	±0.2	
E5 – E9	100	±1	1	3	8	24	66	±6	4.5	±0.1	
Officers	100	±0	0	3	4	28	64	±6	4.5	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

15. How many years have you spent in military service?1. 5 years or less
4. 12-16 years2. 6-8 years
5. 17-19 years3. 9-11 years
6. 20 years or more

	Percent Responding		Percentages						Max ME	Average Years of Service		
			1	2	3	4	5	6				
TOTAL DOD	100	±1	34	11	10	15	7	23	±2	11.8	±0.2	
Enlisted	100	±1	39	11	10	14	6	19	±2	10.9	±0.2	
E1 – E4	100	±0	76	13	6	3	1	1	±3	4.2	±0.3	
E5 – E9	100	±1	8	10	14	23	11	34	±2	16.3	±0.3	
Officers	100	±1	9	8	11	19	10	43	±3	17.3	±0.4	
O1 – O3	100	±0	19	17	21	23	7	12	±5	11.2	±0.7	
O4 – O6	100	±1	2	1	4	15	12	66	±4	21.6	±0.5	
Male	100	±1	33	11	10	15	7	24	±2	12.2	±0.3	
Female	100	±1	41	10	11	14	6	18	±4	10.2	±0.5	
White	100	±1	33	10	10	15	7	24	±2	12.2	±0.3	
Total Minority	100	±1	36	11	11	14	7	20	±2	11.2	±0.3	
Black	100	±1	36	8	10	13	7	25	±3	12.2	±0.4	
Hispanic	100	±1	38	12	11	15	6	18	±3	10.6	±0.5	
AIAN	100	±0	19	6	22	16	11	26	±21	13.7	±1.3	
Asian	100	±0	40	15	11	15	4	14	±5	9.6	±0.5	
NHPI	100	±0	37	9	9	14	11	20	±15	11.5	±2.2	
Two or More Races	100	±1	32	22	13	15	6	11	±9	9.8	±1.0	
AGR/FTS/AR	100	±1	7	6	12	20	11	45	±4	17.7	±0.6	
Other Selected Reserve	100	±1	37	11	10	14	7	20	±2	11.2	±0.2	
Reserve Unit	100	±1	38	11	10	14	6	20	±2	11.1	±0.2	
Military Technician	100	±1	15	9	12	15	8	41	±5	16.7	±0.8	
IMA	100	±1	3	6	11	19	12	49	±3	18.7	±0.4	
Not Activated Past 12 Months	100	±1	34	11	10	15	7	23	±2	11.8	±0.3	
Activated Past 12 Months	100	±1	34	11	11	14	7	23	±4	12.1	±0.5	
Not Deployed Past 12 Months	100	±1	35	11	10	15	7	22	±2	11.7	±0.2	
Deployed Past 12 Months	100	±1	30	11	11	14	8	26	±5	13.0	±0.8	
ARNG	100	±1	40	10	10	14	7	19	±3	11.0	±0.3	
White	100	±0	39	10	10	14	7	20	±4	11.2	±0.5	
Total Minority	100	±1	42	10	10	14	6	18	±4	10.4	±0.5	
Black	100	±0	43	7	9	12	6	22	±5	10.9	±0.7	
Hispanic	100	±0	42	11	11	13	6	17	±7	10.1	±1.0	
Other Race/Ethnicity	100	±1	37	15	11	18	8	11	±9	9.8	±1.1	
Enlisted	100	±1	44	10	9	14	7	16	±3	10.1	±0.4	
E1 – E4	100	±0	76	11	7	4	1	1	±6	4.3	±0.4	
E5 – E9	100	±1	13	9	11	23	12	32	±4	15.8	±0.6	
Officers	100	±0	11	8	14	17	8	41	±5	16.9	±0.9	
USAR	100	±1	35	13	10	13	6	23	±3	11.7	±0.4	
White	100	±0	35	14	9	14	6	22	±5	11.5	±0.6	
Total Minority	100	±1	34	12	11	12	6	24	±3	11.9	±0.4	
Black	100	±0	33	8	10	11	8	30	±4	13.4	±0.6	
Hispanic	100	±1	36	12	11	15	4	21	±5	10.9	±0.7	
Other Race/Ethnicity	100	±0	33	22	14	10	4	17	±10	10.1	±1.0	
Enlisted	100	±1	40	14	10	12	5	19	±4	10.6	±0.4	
E1 – E4	100	±0	70	16	7	5	2	2	±6	4.7	±0.6	
E5 – E9	100	±1	6	11	14	21	9	39	±4	17.1	±0.6	
Officers	100	±0	11	11	10	17	10	40	±5	16.8	±0.8	

Note. Percent responding are Reserve component members who answered the question. Military service includes time spent as an active duty Service member and as a National Guard/Reserve component member.

15. Continued	Percent Responding		Percentages						Max ME	Average Years of Service		
			1	2	3	4	5	6				
USNR	100	±1	20	12	15	22	11	21	±3	12.7	±0.4	
White	100	±1	16	11	14	22	11	26	±5	13.8	±0.5	
Total Minority	100	±1	26	14	16	21	10	13	±4	11.0	±0.4	
Black	100	±1	25	13	16	20	10	16	±5	11.4	±0.5	
Hispanic	100	±0	25	15	16	24	9	12	±7	10.8	±0.7	
Other Race/Ethnicity	100	±0	28	11	18	20	12	10	±7	10.7	±0.7	
Enlisted	100	±1	23	14	17	22	10	14	±4	11.4	±0.4	
E1 – E4	100	±0	70	20	10	0	0	0	±8	4.2	±0.5	
E5 – E9	100	±1	7	12	19	29	14	19	±5	13.9	±0.5	
Officers	100	±0	10	6	9	22	11	42	±6	17.1	±0.8	
USMCR	100	±0	62	14	5	8	3	8	±4	6.7	±0.3	
White	100	±0	62	12	5	8	4	9	±5	7.0	±0.4	
Total Minority	100	±0	61	17	6	7	3	6	±6	6.2	±0.5	
Black	100	±0	56	14	7	9	4	10	±13	7.4	±0.9	
Hispanic	100	±0	63	18	5	6	2	5	±8	5.7	±0.6	
Other Race/Ethnicity	100	±0	62	18	7	7	2	4	±14	5.9	±0.8	
Enlisted	100	±0	68	15	5	7	2	4	±4	5.6	±0.3	
E1 – E4	100	±0	91	9	0	0	0	0	±6	3.0	±0.3	
E5 – E9	100	±0	13	27	16	22	8	13	±8	11.7	±0.7	
Officers	100	±0	7	7	11	18	12	45	±5	17.3	±0.6	
ANG	100	±0	22	8	11	18	8	33	±2	14.6	±0.3	
White	100	±0	21	8	11	17	8	34	±3	14.9	±0.4	
Total Minority	100	±0	24	9	12	18	8	28	±3	13.6	±0.5	
Black	100	±0	21	5	12	21	9	31	±4	14.5	±0.6	
Hispanic	100	±0	24	10	13	17	8	29	±7	13.7	±1.1	
Other Race/Ethnicity	100	±0	27	12	13	17	7	24	±6	12.6	±1.0	
Enlisted	100	±0	24	9	11	17	8	31	±2	14.1	±0.3	
E1 – E4	100	±0	86	8	3	1	1	0	±5	3.6	±0.4	
E5 – E9	100	±0	4	9	14	22	10	41	±3	17.6	±0.4	
Officers	100	±0	6	6	10	21	12	45	±6	17.9	±0.9	
USAFR	100	±1	21	10	12	16	8	34	±3	14.6	±0.4	
White	100	±1	17	9	12	15	8	38	±4	15.6	±0.6	
Total Minority	100	±1	29	11	12	16	6	26	±3	12.5	±0.5	
Black	100	±0	28	10	9	16	7	30	±4	13.1	±0.6	
Hispanic	100	±0	29	11	12	18	5	25	±7	12.4	±1.1	
Other Race/Ethnicity	100	±1	31	12	16	14	7	21	±7	11.4	±1.0	
Enlisted	100	±1	26	11	12	14	7	30	±3	13.4	±0.4	
E1 – E4	100	±0	81	12	5	1	1	0	±5	3.5	±0.4	
E5 – E9	100	±1	3	10	15	20	10	42	±4	17.6	±0.5	
Officers	100	±1	2	7	11	20	10	50	±6	18.9	±0.9	
USCGR	100	±1	29	14	12	16	6	23	±4	12.0	±0.5	
White	100	±0	26	12	12	17	6	26	±4	12.7	±0.7	
Total Minority	100	±1	36	18	11	15	6	15	±7	9.9	±0.9	
Black	100	±0	33	10	6	17	11	22	±18	12.3	±2.7	
Hispanic	100	±1	38	21	10	14	4	13	±9	9.3	±1.1	
Other Race/Ethnicity	100	±0	33	16	16	16	6	13	±13	9.8	±1.6	
Enlisted	100	±0	33	15	12	15	5	20	±4	11.0	±0.6	
E1 – E4	100	±0	69	18	5	6	1	1	±8	4.7	±0.7	
E5 – E9	100	±0	13	14	16	20	7	31	±6	14.5	±0.8	
Officers	100	±1	6	5	13	25	13	39	±6	17.1	±0.9	

Note. Percent responding are Reserve component members who answered the question. Military service includes time spent as an active duty Service member and as a National Guard/Reserve component member.

16. Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?

1. Very unlikely
4. Likely

2. Unlikely
5. Very likely

3. Neither likely nor unlikely

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
TOTAL DOD	100	±1	6	7	9	24	54	±2	4.1	±0.1	
Enlisted	100	±1	7	7	10	24	53	±2	4.1	±0.1	
E1 – E4	100	±1	9	9	13	24	45	±4	3.9	±0.1	
E5 – E9	100	±1	5	6	7	23	59	±2	4.3	±0.1	
Officers	100	±1	3	5	6	24	62	±3	4.4	±0.1	
O1 – O3	100	±1	5	5	8	26	56	±5	4.2	±0.2	
O4 – O6	100	±0	2	4	4	23	67	±4	4.5	±0.1	
Male	100	±1	6	6	9	23	55	±2	4.1	±0.1	
Female	100	±0	5	8	10	26	52	±4	4.1	±0.1	
White	100	±1	6	7	9	23	54	±3	4.1	±0.1	
Total Minority	100	±1	6	6	9	26	54	±2	4.2	±0.1	
Black	100	±1	5	6	9	25	55	±3	4.2	±0.1	
Hispanic	100	±1	6	6	7	26	55	±4	4.2	±0.1	
AIAN	100	±0	4	7	20	21	49	±17	4.1	±0.3	
Asian	100	±1	6	7	12	28	47	±4	4.0	±0.1	
NHPI	100	±0	2	6	8	25	59	±18	4.3	±0.2	
Two or More Races	100	±1	14	4	8	28	46	±9	3.9	±0.3	
AGR/FTS/AR	100	±1	4	4	5	20	68	±3	4.4	±0.1	
Other Selected Reserve	100	±1	6	7	10	24	53	±2	4.1	±0.1	
Reserve Unit	100	±1	6	7	10	24	52	±2	4.1	±0.1	
Military Technician	100	±1	3	4	5	23	65	±4	4.4	±0.1	
IMA	100	±0	3	5	5	25	62	±3	4.4	±0.1	
Not Activated Past 12 Months	100	±1	7	7	9	24	53	±2	4.1	±0.1	
Activated Past 12 Months	100	±1	4	7	8	24	57	±4	4.2	±0.1	
Not Deployed Past 12 Months	100	±1	6	7	9	24	54	±2	4.1	±0.1	
Deployed Past 12 Months	100	±1	4	7	9	25	55	±5	4.2	±0.1	
ARNG	100	±1	7	7	9	23	54	±3	4.1	±0.1	
White	100	±1	7	7	9	22	54	±4	4.1	±0.2	
Total Minority	100	±1	7	6	8	25	54	±4	4.1	±0.1	
Black	100	±0	7	6	9	22	55	±5	4.1	±0.2	
Hispanic	100	±1	8	5	7	25	54	±7	4.1	±0.2	
Other Race/Ethnicity	100	±0	7	5	9	29	50	±8	4.1	±0.2	
Enlisted	100	±1	8	7	9	23	53	±4	4.1	±0.1	
E1 – E4	100	±1	9	8	12	24	47	±6	3.9	±0.2	
E5 – E9	100	±1	7	6	7	21	59	±4	4.2	±0.1	
Officers	100	±0	3	4	7	24	62	±6	4.4	±0.2	
USAR	100	±1	7	8	10	24	51	±4	4.1	±0.1	
White	100	±1	7	8	11	22	52	±6	4.0	±0.2	
Total Minority	100	±0	7	7	9	27	51	±3	4.1	±0.1	
Black	100	±0	5	6	9	27	53	±5	4.2	±0.1	
Hispanic	100	±0	4	8	6	28	54	±6	4.2	±0.1	
Other Race/Ethnicity	100	±0	14	7	14	25	40	±11	3.7	±0.3	
Enlisted	100	±1	7	8	11	24	50	±4	4.0	±0.1	
E1 – E4	100	±0	9	9	14	23	44	±6	3.8	±0.2	
E5 – E9	100	±1	4	6	9	25	56	±4	4.2	±0.1	
Officers	100	±0	5	6	5	24	59	±6	4.2	±0.2	

Note. Percent responding are Reserve component members who answered the question.

16. Continued	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
USNR	100	±1	3	5	7	23	62	±4	4.4	±0.1	
White	99	±1	3	6	7	22	62	±6	4.3	±0.2	
Total Minority	100	±1	3	3	7	24	62	±4	4.4	±0.1	
Black	100	±0	2	4	9	21	64	±5	4.4	±0.1	
Hispanic	100	±0	2	3	7	24	64	±6	4.5	±0.1	
Other Race/Ethnicity	100	±1	5	3	7	28	58	±7	4.3	±0.2	
Enlisted	100	±1	4	6	7	23	61	±4	4.3	±0.1	
E1 – E4	100	±0	5	8	15	22	49	±8	4.0	±0.2	
E5 – E9	99	±1	3	5	5	23	65	±5	4.4	±0.1	
Officers	100	±0	1	4	7	23	65	±6	4.5	±0.1	
USMCR	100	±1	10	12	18	27	34	±5	3.6	±0.2	
White	100	±1	10	13	19	25	33	±7	3.6	±0.2	
Total Minority	100	±1	9	9	17	30	35	±7	3.7	±0.2	
Black	99	±2	7	8	14	31	40	±13	3.9	±0.2	
Hispanic	100	±1	7	7	17	32	36	±10	3.8	±0.2	
Other Race/Ethnicity	100	±0	15	16	22	20	28	±15	3.3	±0.4	
Enlisted	100	±1	11	13	20	27	30	±6	3.5	±0.2	
E1 – E4	100	±0	14	15	24	27	21	±7	3.3	±0.2	
E5 – E9	99	±1	3	7	10	27	53	±7	4.2	±0.2	
Officers	100	±1	2	3	4	28	64	±5	4.5	±0.1	
ANG	100	±1	3	5	7	26	60	±3	4.4	±0.1	
White	100	±1	3	5	6	27	60	±3	4.4	±0.1	
Total Minority	100	±0	3	5	8	23	61	±4	4.3	±0.1	
Black	100	±0	3	6	7	24	60	±5	4.3	±0.1	
Hispanic	100	±0	4	4	7	19	65	±7	4.4	±0.2	
Other Race/Ethnicity	100	±0	2	4	10	27	57	±7	4.3	±0.2	
Enlisted	100	±0	3	5	7	26	59	±3	4.3	±0.1	
E1 – E4	100	±0	2	6	10	30	52	±6	4.2	±0.2	
E5 – E9	100	±0	3	5	6	24	62	±3	4.4	±0.1	
Officers	100	±1	3	3	3	26	65	±6	4.5	±0.2	
USAFR	100	±1	4	5	7	26	57	±3	4.3	±0.1	
White	100	±1	5	5	7	26	56	±4	4.2	±0.1	
Total Minority	100	±1	3	5	7	26	59	±4	4.3	±0.1	
Black	100	±0	4	5	5	26	58	±5	4.3	±0.2	
Hispanic	100	±1	3	5	8	24	60	±7	4.3	±0.2	
Other Race/Ethnicity	100	±1	3	4	8	26	59	±6	4.3	±0.2	
Enlisted	100	±1	5	6	8	26	55	±4	4.2	±0.1	
E1 – E4	100	±0	5	6	9	26	54	±6	4.2	±0.2	
E5 – E9	100	±1	5	5	7	27	56	±4	4.2	±0.1	
Officers	100	±0	1	4	4	25	65	±6	4.5	±0.1	
USCGR	100	±0	2	5	8	24	60	±4	4.3	±0.1	
White	100	±0	2	6	9	24	59	±5	4.3	±0.1	
Total Minority	100	±0	4	3	5	26	61	±7	4.4	±0.2	
Black	100	±0	2	5	7	5	81	±16	4.6	±0.3	
Hispanic	100	±0	4	3	3	30	60	±9	4.4	±0.2	
Other Race/Ethnicity	100	±0	6	2	9	30	53	±13	4.2	±0.3	
Enlisted	100	±0	2	6	9	25	58	±5	4.3	±0.1	
E1 – E4	100	±0	3	11	15	30	41	±8	4.0	±0.2	
E5 – E9	100	±0	2	3	6	22	67	±6	4.5	±0.2	
Officers	100	±0	1	3	5	22	69	±6	4.5	±0.1	

Note. Percent responding are Reserve component members who answered the question.

17. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve?

a. Your total compensation (i.e., base pay, allowances, and bonuses)

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	100	±1	3	10	15	50	24	±2	3.8	±0.1	
Enlisted	100	±1	3	10	16	50	21	±2	3.8	±0.1	
E1 – E4	100	±1	5	13	20	45	17	±4	3.6	±0.1	
E5 – E9	99	±1	2	8	12	54	24	±2	3.9	±0.1	
Officers	100	±1	1	5	8	49	36	±3	4.1	±0.1	
O1 – O3	100	±1	1	8	11	51	29	±5	4.0	±0.1	
O4 – O6	99	±1	1	3	5	46	44	±4	4.3	±0.1	
Male	100	±1	3	9	15	50	23	±2	3.8	±0.1	
Female	100	±1	2	11	14	49	24	±4	3.8	±0.1	
White	100	±1	3	9	14	50	24	±3	3.8	±0.1	
Total Minority	99	±1	3	10	16	48	22	±2	3.8	±0.1	
Black	99	±1	2	11	16	47	23	±3	3.8	±0.1	
Hispanic	99	±1	3	8	17	49	23	±3	3.8	±0.1	
AIAN	99	±1	6	10	14	54	15	±13	3.6	±0.3	
Asian	100	±1	3	10	19	49	19	±5	3.7	±0.1	
NHPI	100	±1	2	4	17	54	22	±12	3.9	±0.2	
Two or More Races	100	±1	5	16	16	47	16	±9	3.5	±0.2	
AGR/FTS/AR	99	±1	1	5	7	49	38	±4	4.2	±0.1	
Other Selected Reserve	100	±1	3	10	15	50	22	±2	3.8	±0.1	
Reserve Unit	100	±1	3	10	16	50	22	±2	3.8	±0.1	
Military Technician	99	±1	2	7	15	52	24	±4	3.9	±0.1	
IMA	100	±1	1	5	8	48	38	±3	4.2	±0.1	
Not Activated Past 12 Months	100	±1	3	9	15	49	23	±2	3.8	±0.1	
Activated Past 12 Months	100	±1	2	10	13	51	24	±4	3.8	±0.1	
Not Deployed Past 12 Months	100	±1	3	9	15	49	23	±2	3.8	±0.1	
Deployed Past 12 Months	100	±1	2	10	12	52	24	±5	3.9	±0.1	
ARNG	100	±1	3	11	15	49	23	±3	3.8	±0.1	
White	100	±1	3	11	13	49	23	±4	3.8	±0.1	
Total Minority	99	±1	2	10	18	48	23	±4	3.8	±0.1	
Black	99	±1	2	13	17	45	23	±5	3.7	±0.1	
Hispanic	99	±1	2	7	17	49	25	±7	3.9	±0.2	
Other Race/Ethnicity	100	±1	2	11	21	51	15	±10	3.7	±0.2	
Enlisted	100	±1	3	11	16	49	21	±4	3.7	±0.1	
E1 – E4	100	±1	4	14	20	44	18	±6	3.6	±0.2	
E5 – E9	100	±1	2	8	12	54	25	±4	3.9	±0.1	
Officers	99	±1	1	7	8	49	35	±6	4.1	±0.1	
USAR	100	±1	4	10	16	49	21	±4	3.7	±0.1	
White	100	±0	4	9	16	50	21	±6	3.8	±0.2	
Total Minority	99	±1	4	12	17	48	20	±3	3.7	±0.1	
Black	99	±1	3	11	17	47	22	±5	3.7	±0.1	
Hispanic	99	±1	3	11	17	49	20	±5	3.7	±0.2	
Other Race/Ethnicity	100	±1	6	14	15	51	14	±8	3.5	±0.2	
Enlisted	100	±1	4	11	18	48	18	±4	3.7	±0.1	
E1 – E4	100	±1	5	13	20	46	16	±6	3.5	±0.2	
E5 – E9	100	±1	2	9	16	52	21	±4	3.8	±0.1	
Officers	100	±1	2	5	10	52	31	±6	4.1	±0.2	

Note. Percent responding are Reserve component members who answered the question.

17a. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
USNR	99	±1	2	7	11	53	27	±4	4.0	±0.1	
White	99	±2	2	5	10	56	29	±6	4.0	±0.1	
Total Minority	99	±1	2	10	14	49	24	±4	3.8	±0.1	
Black	99	±1	2	9	14	50	25	±5	3.9	±0.1	
Hispanic	100	±1	2	10	14	48	25	±6	3.8	±0.2	
Other Race/Ethnicity	99	±1	4	12	14	49	21	±10	3.7	±0.2	
Enlisted	99	±1	2	7	14	55	22	±4	3.9	±0.1	
E1 – E4	100	±1	4	9	20	49	17	±8	3.7	±0.2	
E5 – E9	99	±2	2	7	11	57	24	±5	3.9	±0.1	
Officers	100	±1	1	5	4	47	43	±6	4.3	±0.1	
USMCR	100	±1	7	14	24	42	14	±5	3.4	±0.2	
White	100	±0	6	15	24	41	14	±7	3.4	±0.2	
Total Minority	99	±1	7	12	23	44	14	±7	3.4	±0.2	
Black	98	±3	3	11	22	48	15	±12	3.6	±0.2	
Hispanic	99	±1	8	10	20	47	15	±9	3.5	±0.2	
Other Race/Ethnicity	100	±0	9	21	31	29	9	±15	3.1	±0.2	
Enlisted	100	±1	7	15	25	41	11	±6	3.3	±0.2	
E1 – E4	100	±1	9	17	29	36	8	±8	3.2	±0.2	
E5 – E9	100	±1	2	9	16	54	18	±6	3.8	±0.2	
Officers	100	±0	1	5	9	47	38	±5	4.2	±0.1	
ANG	100	±1	1	7	12	51	28	±3	4.0	±0.1	
White	100	±1	1	7	12	51	28	±3	4.0	±0.1	
Total Minority	99	±1	2	7	12	52	29	±4	4.0	±0.1	
Black	99	±1	1	7	11	51	30	±5	4.0	±0.1	
Hispanic	99	±1	2	5	11	54	28	±6	4.0	±0.2	
Other Race/Ethnicity	100	±1	2	8	12	50	28	±6	3.9	±0.2	
Enlisted	100	±1	1	7	12	52	27	±3	4.0	±0.1	
E1 – E4	99	±1	1	9	16	50	24	±6	3.9	±0.2	
E5 – E9	100	±1	1	7	11	53	28	±3	4.0	±0.1	
Officers	100	±1	0	4	11	46	39	±6	4.2	±0.1	
USAFR	99	±1	2	6	11	52	29	±3	4.0	±0.1	
White	99	±1	2	4	9	54	31	±4	4.1	±0.1	
Total Minority	99	±1	3	9	14	50	25	±4	3.9	±0.1	
Black	99	±1	3	9	11	53	24	±5	3.9	±0.1	
Hispanic	98	±3	2	9	18	45	26	±7	3.8	±0.2	
Other Race/Ethnicity	100	±1	3	7	14	50	26	±6	3.9	±0.2	
Enlisted	99	±1	3	7	12	53	25	±4	3.9	±0.1	
E1 – E4	100	±0	2	7	16	50	24	±6	3.9	±0.2	
E5 – E9	98	±2	3	6	10	55	26	±4	3.9	±0.1	
Officers	100	±1	0	3	6	49	42	±6	4.3	±0.1	
USCGR	100	±1	1	5	11	54	29	±5	4.1	±0.1	
White	100	±1	1	5	11	53	30	±5	4.1	±0.1	
Total Minority	100	±1	2	7	9	55	28	±7	4.0	±0.2	
Black	100	±0	NR	12	8	55	24	±19	3.9	±0.4	
Hispanic	100	±1	1	3	10	57	29	±9	4.1	±0.2	
Other Race/Ethnicity	100	±0	3	11	9	50	27	±12	3.9	±0.3	
Enlisted	100	±1	1	6	12	55	27	±5	4.0	±0.1	
E1 – E4	100	±1	3	6	18	56	18	±8	3.8	±0.2	
E5 – E9	99	±2	0	6	8	54	32	±6	4.1	±0.1	
Officers	100	±1	0	3	7	48	43	±6	4.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

17. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve?

b. The type of work you do in your military job

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	99	±1	3	7	13	43	34	±2	4.0	±0.1	
Enlisted	99	±1	4	7	14	43	32	±2	3.9	±0.1	
E1 – E4	100	±1	5	8	17	41	28	±4	3.8	±0.1	
E5 – E9	99	±1	2	6	11	44	36	±2	4.1	±0.1	
Officers	99	±1	2	5	8	44	42	±3	4.2	±0.1	
O1 – O3	99	±1	2	6	10	48	35	±5	4.1	±0.1	
O4 – O6	99	±1	1	4	6	42	47	±4	4.3	±0.1	
Male	99	±1	3	7	13	43	35	±2	4.0	±0.1	
Female	99	±1	3	8	14	44	31	±4	3.9	±0.1	
White	99	±1	3	7	12	43	34	±3	4.0	±0.1	
Total Minority	99	±1	4	7	13	42	33	±2	4.0	±0.1	
Black	99	±1	3	6	13	42	36	±3	4.0	±0.1	
Hispanic	99	±1	3	7	13	42	35	±3	4.0	±0.1	
AIAN	99	±2	4	6	18	44	27	±16	3.8	±0.3	
Asian	99	±1	4	9	17	45	25	±6	3.8	±0.2	
NHPI	100	±1	1	4	9	54	32	±12	4.1	±0.2	
Two or More Races	99	±2	9	12	11	40	27	±10	3.6	±0.3	
AGR/FTS/AR	98	±1	1	4	11	43	41	±4	4.2	±0.1	
Other Selected Reserve	99	±1	3	7	13	43	33	±2	4.0	±0.1	
Reserve Unit	99	±1	3	7	13	43	33	±2	4.0	±0.1	
Military Technician	99	±1	2	3	10	45	40	±4	4.2	±0.1	
IMA	99	±1	1	7	10	42	40	±3	4.1	±0.1	
Not Activated Past 12 Months	99	±1	3	7	13	42	34	±2	4.0	±0.1	
Activated Past 12 Months	99	±1	3	7	11	45	34	±4	4.0	±0.1	
Not Deployed Past 12 Months	99	±1	3	7	13	42	34	±2	4.0	±0.1	
Deployed Past 12 Months	99	±1	3	7	11	48	31	±5	4.0	±0.1	
ARNG	99	±1	3	7	13	43	34	±3	4.0	±0.1	
White	99	±1	3	7	12	44	34	±4	4.0	±0.1	
Total Minority	99	±1	5	6	14	41	34	±4	3.9	±0.1	
Black	99	±1	5	6	14	38	38	±5	4.0	±0.2	
Hispanic	99	±1	3	4	15	41	37	±7	4.0	±0.2	
Other Race/Ethnicity	100	±1	8	11	12	45	23	±10	3.6	±0.3	
Enlisted	99	±1	4	7	14	42	33	±4	3.9	±0.1	
E1 – E4	100	±1	5	9	18	40	29	±6	3.8	±0.2	
E5 – E9	99	±1	3	6	10	45	37	±4	4.1	±0.1	
Officers	99	±2	1	2	6	45	45	±6	4.3	±0.1	
USAR	99	±1	4	8	15	45	28	±4	3.8	±0.1	
White	99	±1	5	7	16	46	26	±6	3.8	±0.2	
Total Minority	99	±1	3	8	15	44	29	±3	3.9	±0.1	
Black	99	±2	3	7	13	45	32	±5	4.0	±0.1	
Hispanic	99	±1	2	10	15	43	30	±5	3.9	±0.2	
Other Race/Ethnicity	98	±2	6	9	18	45	22	±9	3.7	±0.3	
Enlisted	99	±1	5	8	17	45	26	±4	3.8	±0.1	
E1 – E4	99	±1	6	8	19	44	23	±6	3.7	±0.2	
E5 – E9	99	±1	3	7	14	45	31	±4	3.9	±0.1	
Officers	99	±2	3	8	10	46	33	±6	4.0	±0.2	

Note. Percent responding are Reserve component members who answered the question.

17b. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
USNR	99	±1	2	6	12	45	35	±4	4.0	±0.1	
White	98	±2	2	5	12	46	36	±6	4.1	±0.1	
Total Minority	99	±1	3	8	13	43	33	±4	3.9	±0.1	
Black	99	±2	3	6	14	40	36	±5	4.0	±0.1	
Hispanic	100	±1	4	7	13	44	33	±7	4.0	±0.2	
Other Race/Ethnicity	100	±1	3	11	12	45	29	±7	3.9	±0.2	
Enlisted	98	±2	3	6	13	45	33	±4	4.0	±0.1	
E1 – E4	100	±0	5	10	18	40	27	±8	3.8	±0.2	
E5 – E9	98	±2	2	5	12	46	35	±5	4.1	±0.1	
Officers	100	±1	1	4	9	44	42	±6	4.2	±0.1	
USMCR	99	±1	6	10	14	41	29	±5	3.8	±0.2	
White	99	±2	7	11	15	38	28	±7	3.7	±0.2	
Total Minority	99	±1	4	9	12	45	29	±7	3.9	±0.2	
Black	99	±2	1	5	12	46	36	±11	4.1	±0.2	
Hispanic	99	±1	4	7	11	50	29	±9	3.9	±0.2	
Other Race/Ethnicity	99	±2	6	22	17	31	23	±18	3.4	±0.4	
Enlisted	99	±2	6	11	15	40	28	±6	3.7	±0.2	
E1 – E4	100	±1	8	12	15	39	26	±8	3.6	±0.2	
E5 – E9	97	±4	2	8	14	43	33	±6	4.0	±0.2	
Officers	99	±1	1	7	9	49	34	±5	4.1	±0.1	
ANG	99	±1	1	6	9	41	43	±3	4.2	±0.1	
White	99	±1	1	6	9	41	43	±3	4.2	±0.1	
Total Minority	99	±1	1	5	10	42	42	±4	4.2	±0.1	
Black	99	±1	1	6	10	41	42	±5	4.2	±0.1	
Hispanic	100	±1	1	5	9	41	45	±6	4.2	±0.1	
Other Race/Ethnicity	99	±1	1	3	11	45	40	±7	4.2	±0.1	
Enlisted	99	±1	1	6	10	42	41	±3	4.2	±0.1	
E1 – E4	99	±2	0	6	11	42	41	±6	4.2	±0.1	
E5 – E9	99	±1	1	6	10	42	41	±3	4.2	±0.1	
Officers	99	±2	1	3	6	37	53	±6	4.4	±0.1	
USAFR	98	±1	2	6	11	42	39	±3	4.1	±0.1	
White	98	±2	2	6	11	41	40	±4	4.1	±0.1	
Total Minority	99	±1	2	7	10	43	37	±4	4.1	±0.1	
Black	99	±1	2	7	11	44	36	±5	4.0	±0.1	
Hispanic	98	±3	2	8	7	41	41	±7	4.1	±0.2	
Other Race/Ethnicity	100	±1	1	4	14	45	36	±7	4.1	±0.1	
Enlisted	98	±2	3	7	12	42	37	±4	4.0	±0.1	
E1 – E4	99	±2	3	5	16	41	36	±6	4.0	±0.2	
E5 – E9	97	±2	2	7	10	42	38	±4	4.1	±0.1	
Officers	99	±1	1	5	6	42	45	±6	4.2	±0.2	
USCGR	99	±1	3	7	12	49	28	±5	3.9	±0.1	
White	99	±2	3	7	11	50	28	±5	3.9	±0.1	
Total Minority	99	±2	4	7	14	46	28	±7	3.9	±0.2	
Black	98	±4	4	2	13	60	21	±16	3.9	±0.3	
Hispanic	100	±0	3	8	13	43	33	±9	3.9	±0.2	
Other Race/Ethnicity	97	±4	7	8	16	44	25	±13	3.7	±0.3	
Enlisted	99	±1	4	8	11	49	28	±5	3.9	±0.1	
E1 – E4	99	±1	5	13	19	46	17	±8	3.6	±0.2	
E5 – E9	98	±2	3	5	7	51	35	±6	4.1	±0.2	
Officers	99	±2	1	5	14	51	28	±6	4.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

17. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve?

c. Your opportunities for promotion in your unit




















































1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	99	±1	11	16	22	34	17	±2	3.3	±0.1	
Enlisted	99	±1	13	17	22	32	16	±2	3.2	±0.1	
E1 – E4	99	±1	15	17	23	30	15	±4	3.1	±0.1	
E5 – E9	99	±1	10	18	21	35	16	±2	3.3	±0.1	
Officers	99	±1	5	11	20	42	22	±3	3.7	±0.1	
O1 – O3	100	±1	6	9	20	44	22	±5	3.7	±0.2	
O4 – O6	99	±1	4	14	20	40	22	±4	3.6	±0.1	
Male	99	±1	12	16	22	34	17	±2	3.3	±0.1	
Female	99	±2	10	19	22	34	15	±4	3.2	±0.1	
White	99	±1	11	17	22	34	17	±3	3.3	±0.1	
Total Minority	99	±1	12	16	21	34	17	±2	3.3	±0.1	
Black	99	±1	11	16	20	33	20	±3	3.4	±0.1	
Hispanic	98	±2	12	16	22	34	16	±3	3.3	±0.1	
AIAN	100	±1	9	14	30	33	13	±15	3.3	±0.3	
Asian	99	±1	10	13	22	38	16	±5	3.4	±0.2	
NHPI	99	±1	8	15	20	40	16	±14	3.4	±0.3	
Two or More Races	100	±1	18	22	22	28	11	±9	2.9	±0.3	
AGR/FTS/AR	99	±1	8	18	22	34	17	±4	3.3	±0.1	
Other Selected Reserve	99	±1	12	16	22	34	17	±2	3.3	±0.1	
Reserve Unit	99	±1	12	16	22	34	17	±2	3.3	±0.1	
Military Technician	99	±1	12	18	20	34	16	±4	3.2	±0.2	
IMA	99	±1	6	16	23	35	21	±3	3.5	±0.1	
Not Activated Past 12 Months	99	±1	12	15	22	34	17	±2	3.3	±0.1	
Activated Past 12 Months	99	±1	9	21	21	33	15	±3	3.2	±0.1	
Not Deployed Past 12 Months	99	±1	12	15	21	34	17	±2	3.3	±0.1	
Deployed Past 12 Months	99	±1	9	22	23	32	13	±5	3.2	±0.1	
ARNG	99	±1	14	18	21	31	16	±3	3.2	±0.1	
White	99	±1	14	18	21	31	15	±4	3.2	±0.2	
Total Minority	99	±2	14	18	22	30	17	±4	3.2	±0.1	
Black	99	±1	13	19	21	28	19	±5	3.2	±0.2	
Hispanic	98	±3	15	15	23	30	16	±7	3.2	±0.2	
Other Race/Ethnicity	100	±1	15	19	21	31	13	±8	3.1	±0.3	
Enlisted	99	±1	15	19	22	29	15	±4	3.1	±0.1	
E1 – E4	98	±2	19	20	23	24	14	±6	2.9	±0.2	
E5 – E9	99	±1	11	19	20	34	16	±4	3.3	±0.1	
Officers	99	±1	6	12	20	40	22	±6	3.6	±0.2	
USAR	99	±1	11	14	23	36	16	±4	3.3	±0.1	
White	99	±1	11	14	24	36	15	±6	3.3	±0.2	
Total Minority	99	±1	12	14	22	36	17	±3	3.3	±0.1	
Black	99	±1	11	13	20	36	21	±4	3.4	±0.2	
Hispanic	99	±1	11	17	20	37	15	±6	3.3	±0.2	
Other Race/Ethnicity	100	±1	14	15	26	35	10	±9	3.1	±0.3	
Enlisted	99	±1	13	15	22	35	15	±4	3.3	±0.1	
E1 – E4	99	±2	15	15	23	33	14	±6	3.2	±0.2	
E5 – E9	99	±1	10	15	21	36	17	±4	3.4	±0.1	
Officers	100	±1	5	11	24	42	18	±6	3.6	±0.2	

Note. Percent responding are Reserve component members who answered the question.

17c. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
USNR	99	±1	6	13	22	39	20	±4	3.5	±0.1	
White	99	±2	4	12	23	39	22	±6	3.6	±0.2	
Total Minority	99	±1	8	15	20	38	18	±4	3.4	±0.1	
Black	99	±1	8	13	21	38	19	±5	3.5	±0.2	
Hispanic	100	±1	8	15	19	39	18	±7	3.4	±0.2	
Other Race/Ethnicity	99	±1	9	17	21	37	17	±8	3.4	±0.2	
Enlisted	99	±1	6	15	21	38	19	±4	3.5	±0.1	
E1 – E4	100	±1	8	13	24	39	16	±8	3.4	±0.2	
E5 – E9	99	±2	6	16	21	38	20	±5	3.5	±0.2	
Officers	99	±1	3	7	23	41	26	±6	3.8	±0.2	
USMCR	99	±1	8	15	26	33	17	±5	3.3	±0.2	
White	99	±2	7	16	28	31	17	±7	3.3	±0.2	
Total Minority	99	±1	10	14	23	37	16	±6	3.4	±0.2	
Black	99	±2	4	17	19	34	25	±16	3.6	±0.3	
Hispanic	99	±1	10	11	24	42	14	±9	3.4	±0.3	
Other Race/Ethnicity	100	±0	17	18	25	27	13	±15	3.0	±0.4	
Enlisted	99	±1	9	16	27	32	16	±6	3.3	±0.2	
E1 – E4	99	±2	11	19	29	26	15	±7	3.1	±0.2	
E5 – E9	98	±2	3	9	22	46	20	±7	3.7	±0.1	
Officers	99	±1	4	8	20	46	22	±5	3.7	±0.1	
ANG	99	±1	9	17	20	36	18	±3	3.4	±0.1	
White	99	±1	9	17	20	36	18	±3	3.4	±0.1	
Total Minority	99	±1	10	17	20	35	18	±4	3.3	±0.1	
Black	98	±2	12	14	17	38	20	±5	3.4	±0.2	
Hispanic	99	±1	11	18	22	34	15	±6	3.2	±0.2	
Other Race/Ethnicity	99	±1	9	18	22	34	17	±6	3.3	±0.2	
Enlisted	99	±1	10	18	21	34	16	±3	3.3	±0.1	
E1 – E4	98	±2	5	10	22	41	22	±6	3.6	±0.2	
E5 – E9	99	±1	11	21	21	32	14	±3	3.2	±0.1	
Officers	100	±0	5	10	14	42	30	±6	3.8	±0.2	
USAFR	98	±1	9	15	20	36	20	±3	3.4	±0.1	
White	99	±1	8	15	21	37	19	±4	3.5	±0.1	
Total Minority	98	±2	10	16	18	35	21	±4	3.4	±0.1	
Black	98	±2	11	16	18	35	20	±5	3.4	±0.2	
Hispanic	97	±4	9	20	19	31	21	±7	3.4	±0.2	
Other Race/Ethnicity	99	±1	10	10	17	39	24	±7	3.6	±0.2	
Enlisted	98	±1	10	15	21	34	19	±4	3.4	±0.1	
E1 – E4	99	±2	4	9	18	42	27	±6	3.8	±0.2	
E5 – E9	98	±2	13	18	22	31	16	±4	3.2	±0.1	
Officers	98	±2	2	16	15	44	24	±6	3.7	±0.2	
USCGR	99	±1	4	10	18	44	24	±5	3.7	±0.1	
White	99	±2	4	10	18	44	24	±5	3.7	±0.2	
Total Minority	99	±2	4	12	17	44	23	±7	3.7	±0.2	
Black	98	±4	2	16	12	54	17	±16	3.7	±0.3	
Hispanic	98	±3	5	9	14	45	28	±9	3.8	±0.2	
Other Race/Ethnicity	100	±0	4	15	24	39	18	±13	3.5	±0.3	
Enlisted	99	±2	4	11	17	43	24	±5	3.7	±0.2	
E1 – E4	99	±2	6	13	21	44	16	±8	3.5	±0.2	
E5 – E9	98	±2	3	10	15	43	29	±6	3.8	±0.2	
Officers	99	±1	2	7	20	48	23	±6	3.8	±0.2	

Note. Percent responding are Reserve component members who answered the question.

17. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve?

d. The quality of your coworkers in your unit

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	99	±1	4	8	18	45	25	±2	3.8	±0.1	
Enlisted	99	±1	4	8	19	45	24	±2	3.8	±0.1	
E1 – E4	99	±1	5	8	20	41	26	±4	3.7	±0.1	
E5 – E9	98	±1	3	9	17	48	22	±2	3.8	±0.1	
Officers	99	±1	3	6	13	45	33	±3	4.0	±0.1	
O1 – O3	99	±1	4	7	16	46	27	±5	3.8	±0.2	
O4 – O6	99	±1	1	4	10	44	41	±4	4.2	±0.1	
Male	99	±1	3	7	17	46	26	±2	3.8	±0.1	
Female	99	±1	6	11	19	42	22	±4	3.6	±0.1	
White	99	±1	3	8	17	45	26	±3	3.8	±0.1	
Total Minority	99	±1	5	7	19	45	24	±2	3.8	±0.1	
Black	99	±1	4	7	19	46	24	±3	3.8	±0.1	
Hispanic	98	±1	5	7	19	44	24	±3	3.8	±0.1	
AIAN	99	±1	3	14	16	41	25	±19	3.7	±0.4	
Asian	99	±1	5	8	20	46	21	±4	3.7	±0.1	
NHPI	99	±2	3	6	13	51	27	±13	3.9	±0.2	
Two or More Races	98	±2	14	6	18	41	21	±11	3.5	±0.3	
AGR/FTS/AR	98	±1	3	8	16	49	25	±4	3.8	±0.1	
Other Selected Reserve	99	±1	4	8	18	45	26	±2	3.8	±0.1	
Reserve Unit	99	±1	4	8	18	45	25	±2	3.8	±0.1	
Military Technician	99	±2	3	8	19	47	23	±4	3.8	±0.1	
IMA	99	±1	1	4	11	45	39	±3	4.2	±0.1	
Not Activated Past 12 Months	99	±1	4	8	17	45	26	±2	3.8	±0.1	
Activated Past 12 Months	99	±1	4	9	18	46	24	±4	3.8	±0.1	
Not Deployed Past 12 Months	99	±1	4	8	18	45	26	±2	3.8	±0.1	
Deployed Past 12 Months	99	±1	5	9	16	48	21	±5	3.7	±0.1	
ARNG	99	±1	4	8	18	45	24	±3	3.8	±0.1	
White	99	±1	3	9	17	46	24	±4	3.8	±0.1	
Total Minority	99	±1	6	7	19	44	23	±4	3.7	±0.1	
Black	100	±1	4	6	21	46	23	±5	3.8	±0.1	
Hispanic	99	±1	6	6	20	42	25	±7	3.7	±0.2	
Other Race/Ethnicity	99	±1	11	8	14	47	20	±11	3.6	±0.3	
Enlisted	99	±1	4	9	18	45	23	±4	3.7	±0.1	
E1 – E4	100	±1	6	9	19	41	26	±6	3.7	±0.2	
E5 – E9	98	±1	3	8	17	50	21	±4	3.8	±0.1	
Officers	99	±1	2	6	17	46	29	±6	3.9	±0.2	
USAR	99	±1	6	9	19	45	21	±4	3.7	±0.1	
White	99	±1	6	9	19	45	21	±6	3.7	±0.2	
Total Minority	98	±1	5	10	20	44	21	±3	3.7	±0.1	
Black	99	±1	4	9	20	45	22	±5	3.7	±0.1	
Hispanic	97	±2	5	10	19	45	21	±5	3.7	±0.2	
Other Race/Ethnicity	98	±2	9	11	21	41	18	±10	3.5	±0.3	
Enlisted	99	±1	6	9	21	44	20	±4	3.6	±0.1	
E1 – E4	99	±2	6	8	23	43	20	±6	3.6	±0.2	
E5 – E9	99	±1	5	11	19	46	20	±4	3.6	±0.1	
Officers	98	±2	5	9	13	48	25	±6	3.8	±0.2	

Note. Percent responding are Reserve component members who answered the question.

17d. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
USNR	99	±1	2	6	18	44	30	±4	3.9	±0.1	
White	98	±2	1	7	17	42	33	±6	4.0	±0.1	
Total Minority	99	±1	3	4	19	49	25	±4	3.9	±0.1	
Black	99	±1	1	4	20	50	25	±5	3.9	±0.1	
Hispanic	99	±2	3	4	19	49	25	±6	3.9	±0.1	
Other Race/Ethnicity	99	±1	4	4	20	46	25	±7	3.8	±0.2	
Enlisted	98	±2	2	7	20	45	26	±4	3.8	±0.1	
E1 – E4	100	±1	4	7	22	36	32	±8	3.9	±0.2	
E5 – E9	98	±2	2	7	19	49	23	±5	3.8	±0.1	
Officers	100	±1	1	3	11	41	45	±6	4.3	±0.1	
USMCR	99	±1	3	8	21	43	25	±5	3.8	±0.1	
White	100	±1	3	7	21	44	25	±7	3.8	±0.2	
Total Minority	97	±3	4	9	21	41	25	±6	3.7	±0.2	
Black	97	±3	2	12	9	44	33	±14	3.9	±0.3	
Hispanic	98	±2	5	7	22	43	22	±9	3.7	±0.2	
Other Race/Ethnicity	94	±11	4	10	32	30	23	±15	3.6	±0.2	
Enlisted	99	±2	4	9	22	42	23	±6	3.7	±0.2	
E1 – E4	99	±2	4	8	24	40	24	±8	3.7	±0.2	
E5 – E9	98	±2	3	10	18	48	22	±7	3.8	±0.1	
Officers	99	±1	1	2	11	46	39	±5	4.2	±0.1	
ANG	99	±1	2	6	15	45	32	±3	4.0	±0.1	
White	99	±1	2	6	14	44	33	±3	4.0	±0.1	
Total Minority	98	±1	3	5	17	47	28	±4	3.9	±0.1	
Black	97	±2	3	6	17	45	30	±5	3.9	±0.1	
Hispanic	99	±1	2	5	18	49	25	±6	3.9	±0.2	
Other Race/Ethnicity	99	±2	3	4	16	46	30	±6	4.0	±0.2	
Enlisted	99	±1	2	6	16	45	30	±3	3.9	±0.1	
E1 – E4	99	±1	2	5	16	38	40	±6	4.1	±0.2	
E5 – E9	99	±1	2	7	16	47	27	±3	3.9	±0.1	
Officers	99	±2	1	3	8	44	44	±6	4.3	±0.1	
USAFR	99	±1	2	6	15	46	31	±3	4.0	±0.1	
White	99	±1	1	7	14	46	32	±4	4.0	±0.1	
Total Minority	98	±2	3	6	15	48	28	±4	3.9	±0.1	
Black	98	±2	5	5	15	51	25	±5	3.9	±0.1	
Hispanic	97	±3	2	7	15	44	31	±7	3.9	±0.2	
Other Race/Ethnicity	100	±1	2	4	16	46	32	±7	4.0	±0.1	
Enlisted	99	±1	2	7	16	47	28	±4	3.9	±0.1	
E1 – E4	100	±1	2	4	15	43	36	±6	4.1	±0.2	
E5 – E9	98	±1	2	9	16	49	24	±4	3.8	±0.1	
Officers	99	±1	1	3	10	42	44	±6	4.3	±0.1	
USCGR	99	±1	1	3	10	52	34	±5	4.1	±0.1	
White	99	±2	1	3	8	54	34	±5	4.2	±0.1	
Total Minority	99	±1	1	3	15	46	34	±7	4.1	±0.2	
Black	98	±4	NR	8	13	46	33	±18	4.0	±0.3	
Hispanic	100	±1	0	1	15	46	38	±9	4.2	±0.2	
Other Race/Ethnicity	100	±0	4	4	16	48	29	±17	3.9	±0.3	
Enlisted	99	±1	2	3	11	52	32	±5	4.1	±0.1	
E1 – E4	99	±2	1	3	14	57	24	±8	4.0	±0.2	
E5 – E9	99	±2	2	3	9	49	37	±6	4.2	±0.2	
Officers	100	±1	0	2	7	49	42	±6	4.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable















































17. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve?

e. The quality of your supervisor in your unit

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	100	±1	6	9	16	38	31	±2	3.8	±0.1	
Enlisted	100	±1	6	9	17	38	30	±2	3.8	±0.1	
E1 – E4	100	±1	6	8	16	38	32	±4	3.8	±0.1	
E5 – E9	99	±1	6	10	17	39	28	±2	3.7	±0.1	
Officers	100	±1	5	7	13	38	38	±3	4.0	±0.1	
O1 – O3	100	±1	5	7	15	39	34	±5	3.9	±0.2	
O4 – O6	99	±1	4	6	11	36	42	±4	4.1	±0.1	
Male	99	±1	6	8	16	39	32	±2	3.8	±0.1	
Female	100	±1	7	12	18	37	27	±4	3.6	±0.1	
White	100	±1	5	9	16	38	32	±3	3.8	±0.1	
Total Minority	99	±1	7	9	16	39	29	±2	3.7	±0.1	
Black	99	±1	6	9	16	40	30	±3	3.8	±0.1	
Hispanic	100	±1	7	9	16	39	29	±3	3.7	±0.1	
AIAN	100	±1	14	15	19	28	24	±19	3.3	±0.5	
Asian	99	±1	6	9	18	42	26	±4	3.7	±0.1	
NHPI	100	±1	4	7	22	41	26	±14	3.8	±0.2	
Two or More Races	100	±1	13	9	14	36	28	±9	3.6	±0.3	
AGR/FTS/AR	99	±1	6	11	17	37	30	±4	3.8	±0.1	
Other Selected Reserve	100	±1	6	9	16	38	31	±2	3.8	±0.1	
Reserve Unit	100	±1	6	9	16	38	31	±2	3.8	±0.1	
Military Technician	100	±1	7	10	15	41	27	±4	3.7	±0.1	
IMA	99	±1	3	5	11	39	42	±3	4.1	±0.1	
Not Activated Past 12 Months	100	±1	6	9	16	38	32	±2	3.8	±0.1	
Activated Past 12 Months	100	±1	7	9	18	38	28	±4	3.7	±0.1	
Not Deployed Past 12 Months	99	±1	5	8	16	38	32	±2	3.8	±0.1	
Deployed Past 12 Months	100	±1	9	10	19	39	23	±5	3.6	±0.1	
ARNG	100	±1	6	9	17	38	30	±3	3.8	±0.1	
White	100	±1	5	9	17	38	31	±4	3.8	±0.1	
Total Minority	100	±1	8	9	16	39	29	±4	3.7	±0.1	
Black	99	±1	7	8	16	38	32	±5	3.8	±0.2	
Hispanic	100	±1	7	8	17	39	29	±7	3.8	±0.2	
Other Race/Ethnicity	100	±1	10	11	16	39	24	±9	3.5	±0.3	
Enlisted	100	±1	6	9	17	39	29	±4	3.8	±0.1	
E1 – E4	100	±1	5	7	16	39	32	±6	3.9	±0.2	
E5 – E9	100	±1	7	10	18	38	27	±4	3.7	±0.1	
Officers	99	±1	5	7	16	34	38	±6	3.9	±0.2	
USAR	99	±1	8	10	18	38	26	±4	3.7	±0.1	
White	100	±1	7	9	18	38	28	±6	3.7	±0.2	
Total Minority	99	±1	8	11	18	39	24	±3	3.6	±0.1	
Black	99	±1	6	10	17	42	25	±5	3.7	±0.1	
Hispanic	100	±1	9	12	16	39	24	±5	3.6	±0.2	
Other Race/Ethnicity	99	±1	13	10	21	35	22	±10	3.4	±0.3	
Enlisted	99	±1	8	10	18	38	26	±4	3.6	±0.1	
E1 – E4	100	±1	9	9	19	38	25	±6	3.6	±0.2	
E5 – E9	99	±1	7	11	18	38	26	±4	3.6	±0.1	
Officers	100	±1	6	9	14	41	29	±6	3.8	±0.2	

Note. Percent responding are Reserve component members who answered the question.

17e. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
USNR	99	±1	4	7	15	40	35	±4	4.0	±0.1	
White	99	±2	3	6	14	40	37	±5	4.0	±0.2	
Total Minority	100	±1	4	8	16	41	32	±4	3.9	±0.1	
Black	100	±1	3	7	17	43	31	±5	3.9	±0.1	
Hispanic	100	±0	4	9	15	38	34	±6	3.9	±0.2	
Other Race/Ethnicity	100	±1	5	6	17	42	30	±7	3.9	±0.2	
Enlisted	99	±1	4	8	16	41	32	±4	3.9	±0.1	
E1 – E4	100	±1	7	5	15	36	37	±8	3.9	±0.2	
E5 – E9	99	±2	3	8	16	43	30	±5	3.9	±0.1	
Officers	100	±1	1	3	11	39	46	±6	4.3	±0.1	
USMCR	99	±1	4	10	16	39	30	±5	3.8	±0.2	
White	100	±1	3	13	17	37	30	±7	3.8	±0.2	
Total Minority	99	±1	6	6	15	41	32	±6	3.9	±0.2	
Black	99	±2	4	3	11	45	37	±11	4.1	±0.2	
Hispanic	99	±1	6	6	15	40	32	±9	3.9	±0.3	
Other Race/Ethnicity	100	±0	11	8	19	39	24	±17	3.6	±0.4	
Enlisted	99	±1	5	11	17	38	29	±6	3.8	±0.2	
E1 – E4	100	±0	4	11	16	38	31	±8	3.8	±0.2	
E5 – E9	98	±2	6	12	18	37	26	±7	3.7	±0.2	
Officers	99	±1	3	4	10	45	39	±5	4.1	±0.1	
ANG	100	±1	5	8	15	37	35	±3	3.9	±0.1	
White	100	±1	5	8	15	37	35	±3	3.9	±0.1	
Total Minority	100	±1	6	7	14	39	34	±4	3.9	±0.1	
Black	99	±1	6	6	15	35	38	±5	3.9	±0.1	
Hispanic	100	±0	8	8	14	40	31	±7	3.8	±0.2	
Other Race/Ethnicity	100	±1	5	7	14	42	32	±7	3.9	±0.2	
Enlisted	100	±1	5	8	16	38	33	±3	3.9	±0.1	
E1 – E4	100	±1	2	4	13	34	47	±6	4.2	±0.2	
E5 – E9	100	±1	6	10	17	39	29	±3	3.8	±0.1	
Officers	100	±1	6	5	10	36	43	±6	4.0	±0.2	
USAFR	99	±1	5	8	12	38	38	±3	4.0	±0.1	
White	100	±1	4	7	12	37	39	±4	4.0	±0.1	
Total Minority	99	±1	6	10	12	39	34	±4	3.9	±0.1	
Black	99	±1	7	10	11	41	31	±5	3.8	±0.2	
Hispanic	98	±3	4	10	13	38	36	±7	3.9	±0.2	
Other Race/Ethnicity	100	±1	4	10	11	35	39	±7	3.9	±0.2	
Enlisted	99	±1	5	9	13	37	36	±4	3.9	±0.1	
E1 – E4	100	±1	3	6	13	34	44	±6	4.1	±0.2	
E5 – E9	99	±1	6	10	13	39	33	±4	3.8	±0.1	
Officers	100	±1	4	7	8	39	43	±6	4.1	±0.2	
USCGR	100	±1	3	4	10	42	41	±5	4.1	±0.1	
White	100	±1	3	3	9	43	43	±5	4.2	±0.1	
Total Minority	100	±1	5	4	14	39	37	±7	4.0	±0.2	
Black	100	±0	6	4	9	50	31	±16	4.0	±0.3	
Hispanic	100	±1	2	2	17	36	43	±10	4.2	±0.2	
Other Race/Ethnicity	100	±0	10	7	13	39	31	±14	3.7	±0.4	
Enlisted	100	±1	3	4	10	41	41	±5	4.1	±0.1	
E1 – E4	100	±1	1	5	13	44	37	±8	4.1	±0.2	
E5 – E9	99	±2	5	3	9	39	44	±6	4.1	±0.2	
Officers	100	±1	2	2	10	45	41	±7	4.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.

18. Overall, how satisfied are you with the military way of life?1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	100	±1	2	5	13	51	29	±2	4.0	±0.1	
Enlisted	100	±1	2	6	13	51	28	±2	4.0	±0.1	
E1 – E4	100	±1	2	7	15	51	25	±4	3.9	±0.1	
E5 – E9	100	±1	1	5	11	52	31	±2	4.1	±0.1	
Officers	100	±1	1	4	9	51	35	±3	4.1	±0.1	
O1 – O3	100	±1	1	5	12	51	30	±5	4.0	±0.1	
O4 – O6	100	±1	1	2	6	51	39	±4	4.2	±0.1	
Male	100	±1	1	5	12	52	30	±2	4.0	±0.1	
Female	100	±1	2	7	16	49	26	±4	3.9	±0.1	
White	100	±1	1	5	13	52	29	±3	4.0	±0.1	
Total Minority	100	±1	2	5	12	50	30	±2	4.0	±0.1	
Black	100	±1	2	4	12	50	31	±3	4.0	±0.1	
Hispanic	100	±1	2	5	11	49	33	±3	4.1	±0.1	
AIAN	100	±1	4	5	11	55	25	±12	3.9	±0.2	
Asian	100	±1	2	5	18	53	22	±4	3.9	±0.1	
NHPI	99	±2	0	2	10	62	26	±12	4.1	±0.2	
Two or More Races	100	±1	4	13	13	46	23	±9	3.7	±0.2	
AGR/FTS/AR	100	±1	1	3	7	50	39	±4	4.2	±0.1	
Other Selected Reserve	100	±1	2	6	13	51	28	±2	4.0	±0.1	
Reserve Unit	100	±1	2	6	13	51	28	±2	4.0	±0.1	
Military Technician	100	±1	1	5	12	53	29	±4	4.0	±0.1	
IMA	100	±1	1	3	9	49	38	±3	4.2	±0.1	
Not Activated Past 12 Months	100	±1	2	5	13	50	30	±2	4.0	±0.1	
Activated Past 12 Months	100	±1	1	5	12	53	27	±4	4.0	±0.1	
Not Deployed Past 12 Months	100	±1	2	5	12	50	30	±2	4.0	±0.1	
Deployed Past 12 Months	100	±1	1	6	14	56	23	±5	3.9	±0.1	
ARNG	100	±1	2	6	12	52	28	±3	4.0	±0.1	
White	100	±1	1	6	12	54	27	±4	4.0	±0.1	
Total Minority	100	±0	3	6	12	49	30	±4	4.0	±0.1	
Black	100	±0	2	5	14	47	31	±5	4.0	±0.1	
Hispanic	100	±0	4	5	9	49	33	±7	4.0	±0.2	
Other Race/Ethnicity	100	±0	2	8	12	56	22	±8	3.9	±0.2	
Enlisted	100	±1	2	6	12	52	27	±4	4.0	±0.1	
E1 – E4	100	±0	2	7	13	54	24	±6	3.9	±0.2	
E5 – E9	100	±1	1	6	12	51	30	±4	4.0	±0.1	
Officers	100	±0	0	4	11	52	33	±6	4.1	±0.1	
USAR	100	±1	2	6	14	50	27	±4	3.9	±0.1	
White	100	±0	1	6	15	51	27	±6	4.0	±0.1	
Total Minority	100	±1	3	7	13	50	28	±3	3.9	±0.1	
Black	100	±1	2	4	12	52	30	±5	4.0	±0.1	
Hispanic	100	±1	1	8	12	49	31	±5	4.0	±0.1	
Other Race/Ethnicity	100	±1	6	12	14	49	18	±11	3.6	±0.2	
Enlisted	100	±1	2	7	15	50	27	±4	3.9	±0.1	
E1 – E4	100	±0	2	9	17	48	25	±6	3.9	±0.2	
E5 – E9	100	±1	2	5	13	53	28	±4	4.0	±0.1	
Officers	100	±1	2	5	10	52	31	±6	4.0	±0.2	

Note. Percent responding are Reserve component members who answered the question.

18. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
USNR	100	±1	1	4	11	51	34	±4	4.1	±0.1	
White	100	±1	1	3	10	51	35	±6	4.1	±0.1	
Total Minority	100	±1	1	4	12	50	32	±4	4.1	±0.1	
Black	100	±1	1	4	11	53	31	±5	4.1	±0.1	
Hispanic	100	±1	1	3	12	49	35	±6	4.1	±0.1	
Other Race/Ethnicity	100	±0	1	6	15	49	29	±7	4.0	±0.2	
Enlisted	100	±1	1	4	11	51	32	±4	4.1	±0.1	
E1 – E4	100	±1	2	7	18	46	27	±8	3.9	±0.2	
E5 – E9	100	±0	1	3	9	53	34	±5	4.2	±0.1	
Officers	100	±1	1	2	10	50	38	±6	4.2	±0.1	
USMCR	100	±0	2	6	21	47	24	±5	3.9	±0.1	
White	100	±0	2	6	22	46	24	±7	3.8	±0.2	
Total Minority	100	±0	2	5	19	49	26	±6	3.9	±0.1	
Black	100	±0	1	7	7	55	30	±10	4.1	±0.2	
Hispanic	100	±0	2	3	19	49	28	±9	4.0	±0.2	
Other Race/Ethnicity	100	±0	3	6	34	42	15	±15	3.6	±0.2	
Enlisted	100	±0	2	6	22	47	22	±6	3.8	±0.1	
E1 – E4	100	±0	3	8	27	45	18	±8	3.7	±0.2	
E5 – E9	100	±0	1	4	10	52	33	±6	4.1	±0.1	
Officers	100	±0	1	2	8	49	41	±5	4.3	±0.1	
ANG	100	±1	1	3	11	51	34	±3	4.1	±0.1	
White	100	±1	1	3	11	51	34	±3	4.1	±0.1	
Total Minority	100	±1	1	3	11	51	34	±4	4.2	±0.1	
Black	100	±1	1	3	10	54	32	±5	4.1	±0.1	
Hispanic	100	±0	1	5	7	48	40	±6	4.2	±0.1	
Other Race/Ethnicity	99	±2	1	2	16	50	31	±6	4.1	±0.1	
Enlisted	100	±1	1	3	12	52	33	±3	4.1	±0.1	
E1 – E4	100	±0	0	3	13	51	33	±6	4.1	±0.1	
E5 – E9	100	±1	1	3	11	52	33	±3	4.1	±0.1	
Officers	100	±0	1	3	6	48	42	±6	4.3	±0.1	
USAFR	100	±1	1	6	10	50	33	±3	4.1	±0.1	
White	100	±1	2	7	10	49	32	±4	4.0	±0.1	
Total Minority	100	±1	1	3	10	53	33	±4	4.1	±0.1	
Black	100	±0	1	3	9	53	33	±5	4.1	±0.1	
Hispanic	100	±0	1	2	10	53	35	±7	4.2	±0.1	
Other Race/Ethnicity	100	±1	0	4	13	53	30	±6	4.1	±0.1	
Enlisted	100	±1	1	6	11	51	31	±4	4.0	±0.1	
E1 – E4	100	±0	1	4	12	51	32	±6	4.1	±0.1	
E5 – E9	100	±1	1	7	11	50	31	±4	4.0	±0.1	
Officers	100	±1	1	5	7	49	39	±6	4.2	±0.1	
USCGR	100	±0	1	4	12	52	31	±5	4.1	±0.1	
White	100	±0	0	5	13	50	32	±5	4.1	±0.1	
Total Minority	100	±0	2	4	11	56	28	±7	4.0	±0.2	
Black	100	±0	NR	NR	7	67	26	±16	4.2	±0.2	
Hispanic	100	±0	0	4	8	55	33	±9	4.2	±0.2	
Other Race/Ethnicity	100	±0	5	6	17	53	19	±14	3.7	±0.3	
Enlisted	100	±0	1	5	13	53	29	±5	4.0	±0.1	
E1 – E4	100	±0	1	8	20	48	23	±8	3.8	±0.2	
E5 – E9	100	±0	1	3	9	55	33	±6	4.2	±0.1	
Officers	100	±0	0	3	9	49	39	±6	4.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.



















































NR: Not reportable

19. Suppose a youth came to you for advice. How likely is it that you would recommend...**a. Joining a military Service, such as the Army, Navy, Marine Corps, Air Force, or Coast Guard?**1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
TOTAL DOD	99	±1	2	3	10	37	49	±2	4.3	±0.1	
Enlisted	99	±1	2	3	10	37	48	±2	4.3	±0.1	
E1 – E4	99	±1	2	3	13	38	44	±4	4.2	±0.1	
E5 – E9	99	±1	1	3	9	36	52	±2	4.3	±0.1	
Officers	99	±1	1	3	7	37	52	±3	4.4	±0.1	
O1 – O3	100	±1	1	4	6	39	50	±5	4.3	±0.1	
O4 – O6	99	±1	1	2	6	35	55	±4	4.4	±0.1	
Male	99	±1	2	3	10	37	49	±2	4.3	±0.1	
Female	99	±1	2	3	10	38	47	±4	4.3	±0.1	
White	99	±1	2	3	10	37	47	±3	4.3	±0.1	
Total Minority	99	±1	2	3	8	36	51	±2	4.3	±0.1	
Black	99	±1	2	2	7	37	52	±3	4.4	±0.1	
Hispanic	99	±1	1	3	8	34	54	±4	4.4	±0.1	
AIAN	99	±1	2	7	15	22	55	±12	4.2	±0.3	
Asian	99	±1	1	3	12	44	39	±5	4.2	±0.1	
NHPI	99	±1	0	4	5	30	62	±11	4.5	±0.2	
Two or More Races	99	±1	2	4	13	34	47	±9	4.2	±0.2	
AGR/FTS/AR	99	±1	1	4	7	36	52	±4	4.3	±0.1	
Other Selected Reserve	99	±1	2	3	10	37	48	±2	4.3	±0.1	
Reserve Unit	99	±1	2	3	10	37	48	±2	4.3	±0.1	
Military Technician	98	±2	2	5	10	37	46	±4	4.2	±0.1	
IMA	100	±1	1	3	7	33	56	±3	4.4	±0.1	
Not Activated Past 12 Months	99	±1	2	3	9	36	49	±2	4.3	±0.1	
Activated Past 12 Months	99	±1	1	3	11	38	47	±4	4.3	±0.1	
Not Deployed Past 12 Months	99	±1	2	3	9	36	50	±2	4.3	±0.1	
Deployed Past 12 Months	99	±1	1	4	12	41	42	±5	4.2	±0.1	
ARNG	99	±1	2	4	10	37	47	±3	4.2	±0.1	
White	99	±1	2	4	11	37	46	±4	4.2	±0.1	
Total Minority	99	±1	2	3	8	37	50	±4	4.3	±0.1	
Black	99	±1	2	2	8	36	52	±5	4.3	±0.1	
Hispanic	99	±1	1	3	8	36	52	±7	4.3	±0.2	
Other Race/Ethnicity	100	±1	2	3	11	40	44	±8	4.2	±0.2	
Enlisted	99	±1	2	4	11	36	46	±4	4.2	±0.1	
E1 – E4	99	±2	3	5	13	36	42	±6	4.1	±0.2	
E5 – E9	98	±2	1	2	9	37	51	±4	4.3	±0.1	
Officers	99	±2	0	3	5	40	51	±6	4.4	±0.1	
USAR	100	±1	2	2	9	38	49	±4	4.3	±0.1	
White	100	±1	1	1	9	41	46	±6	4.3	±0.1	
Total Minority	99	±1	2	3	9	35	52	±3	4.3	±0.1	
Black	99	±1	2	2	6	38	51	±5	4.3	±0.1	
Hispanic	99	±1	2	2	8	33	56	±5	4.4	±0.1	
Other Race/Ethnicity	100	±1	1	4	15	31	48	±8	4.2	±0.2	
Enlisted	100	±1	2	2	10	40	47	±4	4.3	±0.1	
E1 – E4	100	±1	2	1	10	42	44	±6	4.3	±0.1	
E5 – E9	99	±1	1	2	9	36	51	±4	4.3	±0.1	
Officers	100	±1	1	3	6	34	56	±6	4.4	±0.1	

Note. Percent responding are Reserve component members who answered the question.

19a. Continued	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
USNR	100	±1	1	2	6	33	58	±4	4.4	±0.1	
White	100	±1	1	2	5	32	60	±5	4.5	±0.1	
Total Minority	99	±1	1	2	6	34	56	±4	4.4	±0.1	
Black	99	±2	1	1	6	37	53	±5	4.4	±0.1	
Hispanic	100	±0	2	2	6	32	59	±6	4.4	±0.1	
Other Race/Ethnicity	99	±1	1	3	8	35	54	±6	4.4	±0.1	
Enlisted	99	±1	1	2	6	32	58	±4	4.4	±0.1	
E1 – E4	99	±1	2	3	11	26	57	±8	4.3	±0.2	
E5 – E9	100	±1	1	2	4	34	59	±5	4.5	±0.1	
Officers	100	±0	1	2	5	35	57	±6	4.5	±0.1	
USMCR	100	±1	2	2	14	39	42	±5	4.2	±0.1	
White	100	±1	3	2	14	38	43	±7	4.2	±0.2	
Total Minority	100	±1	2	3	15	41	39	±7	4.1	±0.1	
Black	100	±1	1	1	11	46	40	±14	4.2	±0.2	
Hispanic	100	±0	1	3	14	40	42	±9	4.2	±0.2	
Other Race/Ethnicity	100	±0	4	5	21	41	29	±14	3.9	±0.2	
Enlisted	100	±1	3	3	15	40	40	±6	4.1	±0.2	
E1 – E4	100	±0	3	3	18	41	35	±8	4.0	±0.2	
E5 – E9	100	±1	1	2	7	39	51	±7	4.4	±0.1	
Officers	100	±1	1	1	4	34	60	±5	4.5	±0.1	
ANG	99	±1	1	4	11	37	47	±3	4.2	±0.1	
White	100	±1	1	4	11	37	46	±3	4.2	±0.1	
Total Minority	99	±1	1	3	7	36	52	±4	4.3	±0.1	
Black	99	±1	1	2	6	39	52	±5	4.4	±0.1	
Hispanic	99	±2	1	3	6	32	58	±6	4.4	±0.1	
Other Race/Ethnicity	98	±3	1	5	10	38	45	±6	4.2	±0.2	
Enlisted	99	±1	1	4	10	36	48	±3	4.3	±0.1	
E1 – E4	99	±1	0	3	13	37	46	±6	4.3	±0.1	
E5 – E9	99	±1	1	4	9	36	49	±3	4.3	±0.1	
Officers	100	±1	3	4	12	40	40	±6	4.1	±0.2	
USAFR	99	±1	1	3	9	33	54	±3	4.4	±0.1	
White	99	±1	1	3	10	32	54	±4	4.3	±0.1	
Total Minority	99	±1	1	2	7	35	55	±4	4.4	±0.1	
Black	99	±1	1	2	6	35	56	±5	4.4	±0.1	
Hispanic	98	±3	1	3	5	33	57	±7	4.4	±0.1	
Other Race/Ethnicity	99	±2	1	3	10	37	49	±7	4.3	±0.2	
Enlisted	99	±1	1	2	9	33	55	±4	4.4	±0.1	
E1 – E4	99	±2	1	2	10	35	52	±6	4.4	±0.1	
E5 – E9	99	±1	1	2	9	32	56	±4	4.4	±0.1	
Officers	100	±1	1	5	8	34	52	±6	4.3	±0.2	
USCGR	100	±1	0	3	8	34	54	±5	4.4	±0.1	
White	100	±0	0	3	9	34	54	±5	4.4	±0.1	
Total Minority	100	±1	0	2	7	35	56	±7	4.4	±0.1	
Black	98	±4	NR	NR	6	40	53	±16	4.5	±0.3	
Hispanic	100	±0	0	1	6	35	57	±9	4.5	±0.2	
Other Race/Ethnicity	100	±0	1	4	10	31	54	±12	4.3	±0.2	
Enlisted	100	±1	0	3	9	35	53	±5	4.4	±0.1	
E1 – E4	100	±0	0	6	14	39	41	±8	4.1	±0.2	
E5 – E9	100	±1	1	1	6	32	59	±6	4.5	±0.1	
Officers	100	±0	0	1	4	33	62	±6	4.5	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

19. Suppose a youth came to you for advice. How likely is it that you would recommend...

b. Joining a Reserve component of the military, such as the Army National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air National Guard, Air Force Reserve, or Coast Guard Reserve?

1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
TOTAL DOD	100	±1	4	6	11	35	45	±2	4.1	±0.1	
Enlisted	100	±1	4	6	11	34	44	±2	4.1	±0.1	
E1 – E4	100	±1	6	8	12	35	39	±4	3.9	±0.1	
E5 – E9	99	±1	3	5	10	34	47	±2	4.2	±0.1	
Officers	100	±1	2	4	8	36	50	±3	4.3	±0.1	
O1 – O3	100	±1	3	5	9	40	43	±5	4.2	±0.1	
O4 – O6	100	±1	2	3	7	32	55	±4	4.4	±0.1	
Male	100	±1	4	6	11	34	45	±2	4.1	±0.1	
Female	100	±1	4	6	10	36	43	±4	4.1	±0.1	
White	100	±1	4	6	10	34	46	±3	4.1	±0.1	
Total Minority	99	±1	4	6	11	36	43	±2	4.1	±0.1	
Black	99	±1	4	6	10	37	43	±3	4.1	±0.1	
Hispanic	99	±1	4	6	10	35	44	±4	4.1	±0.1	
AIAN	100	±1	3	12	18	30	38	±20	3.9	±0.4	
Asian	100	±1	4	7	12	40	37	±5	4.0	±0.1	
NHPI	99	±2	2	3	5	31	59	±12	4.4	±0.2	
Two or More Races	100	±1	6	5	14	36	38	±8	3.9	±0.2	
AGR/FTS/AR	99	±1	2	5	9	35	49	±4	4.2	±0.1	
Other Selected Reserve	100	±1	4	6	11	35	44	±2	4.1	±0.1	
Reserve Unit	100	±1	4	6	11	35	44	±2	4.1	±0.1	
Military Technician	99	±2	3	6	9	34	48	±4	4.2	±0.1	
IMA	99	±1	2	5	10	36	47	±3	4.2	±0.1	
Not Activated Past 12 Months	100	±1	5	6	10	35	45	±2	4.1	±0.1	
Activated Past 12 Months	99	±1	3	7	12	34	44	±4	4.1	±0.1	
Not Deployed Past 12 Months	100	±1	4	6	10	34	45	±2	4.1	±0.1	
Deployed Past 12 Months	100	±1	3	8	12	36	41	±5	4.0	±0.1	
ARNG	100	±1	5	6	10	35	44	±3	4.1	±0.1	
White	100	±1	5	7	10	34	45	±4	4.1	±0.1	
Total Minority	100	±1	5	5	10	38	42	±4	4.0	±0.1	
Black	99	±1	5	6	10	37	42	±5	4.0	±0.2	
Hispanic	100	±1	5	5	10	36	44	±7	4.1	±0.2	
Other Race/Ethnicity	100	±1	6	4	11	42	37	±9	4.0	±0.2	
Enlisted	100	±1	5	7	10	35	43	±4	4.0	±0.1	
E1 – E4	100	±1	7	9	11	34	40	±6	3.9	±0.2	
E5 – E9	99	±1	4	5	10	36	46	±4	4.1	±0.1	
Officers	100	±1	3	2	8	36	51	±6	4.3	±0.1	
USAR	100	±1	5	6	12	37	40	±4	4.0	±0.1	
White	100	±1	5	5	13	38	39	±6	4.0	±0.2	
Total Minority	99	±1	4	7	12	36	41	±3	4.0	±0.1	
Black	99	±1	4	7	10	38	41	±5	4.0	±0.1	
Hispanic	99	±1	4	7	11	36	42	±5	4.1	±0.1	
Other Race/Ethnicity	100	±1	4	10	16	32	38	±9	3.9	±0.2	
Enlisted	100	±1	5	6	13	36	39	±4	4.0	±0.1	
E1 – E4	100	±1	7	6	14	37	36	±6	3.9	±0.2	
E5 – E9	99	±1	4	6	13	35	43	±4	4.1	±0.1	
Officers	100	±1	3	6	8	41	41	±6	4.1	±0.2	

Note. Percent responding are Reserve component members who answered the question.

19b. Continued	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
USNR	99	±1	3	6	11	33	47	±4	4.1	±0.1	
White	99	±1	3	6	10	31	49	±6	4.2	±0.2	
Total Minority	99	±1	3	6	11	37	43	±4	4.1	±0.1	
Black	99	±1	3	6	12	39	40	±5	4.1	±0.1	
Hispanic	99	±2	4	5	10	36	44	±6	4.1	±0.2	
Other Race/Ethnicity	100	±1	3	6	10	34	47	±7	4.2	±0.2	
Enlisted	99	±1	4	7	11	33	46	±4	4.1	±0.1	
E1 – E4	99	±1	6	9	18	28	39	±8	3.8	±0.2	
E5 – E9	99	±1	3	6	9	34	48	±5	4.2	±0.1	
Officers	100	±1	1	3	9	35	51	±6	4.3	±0.1	
USMCR	99	±1	7	11	17	38	27	±5	3.7	±0.2	
White	100	±1	8	11	16	40	26	±7	3.7	±0.2	
Total Minority	99	±1	6	11	19	34	30	±6	3.7	±0.2	
Black	98	±3	5	9	20	35	31	±12	3.8	±0.2	
Hispanic	99	±2	7	10	17	34	33	±9	3.8	±0.3	
Other Race/Ethnicity	99	±2	7	17	24	32	20	±14	3.4	±0.3	
Enlisted	99	±1	8	12	18	37	25	±6	3.6	±0.2	
E1 – E4	99	±1	9	13	19	38	21	±8	3.5	±0.2	
E5 – E9	99	±1	5	10	14	35	36	±6	3.9	±0.2	
Officers	100	±1	1	5	9	39	46	±5	4.2	±0.1	
ANG	100	±1	1	3	8	30	58	±3	4.4	±0.1	
White	100	±1	1	2	7	29	60	±3	4.4	±0.1	
Total Minority	100	±1	2	4	8	33	54	±4	4.3	±0.1	
Black	99	±1	2	3	7	33	55	±5	4.4	±0.1	
Hispanic	100	±1	1	5	9	30	56	±6	4.3	±0.2	
Other Race/Ethnicity	100	±1	3	5	8	35	50	±6	4.2	±0.2	
Enlisted	100	±1	1	3	8	31	57	±3	4.4	±0.1	
E1 – E4	100	±0	1	2	9	28	60	±6	4.4	±0.1	
E5 – E9	100	±1	1	3	7	32	57	±3	4.4	±0.1	
Officers	100	±1	2	2	7	26	63	±6	4.5	±0.1	
USAFR	100	±1	3	5	9	31	52	±3	4.2	±0.1	
White	100	±1	3	5	10	29	53	±4	4.2	±0.1	
Total Minority	99	±1	2	5	8	35	51	±4	4.3	±0.1	
Black	99	±2	2	4	7	35	51	±5	4.3	±0.1	
Hispanic	99	±1	3	5	5	31	55	±7	4.3	±0.2	
Other Race/Ethnicity	100	±1	2	3	11	38	46	±7	4.2	±0.1	
Enlisted	100	±1	3	5	9	31	51	±4	4.2	±0.1	
E1 – E4	100	±1	2	3	8	34	52	±6	4.3	±0.2	
E5 – E9	100	±1	3	6	10	30	51	±4	4.2	±0.1	
Officers	100	±0	2	4	8	31	54	±6	4.3	±0.2	
USCGR	99	±1	1	2	9	35	52	±5	4.4	±0.1	
White	99	±2	1	2	9	36	52	±5	4.3	±0.1	
Total Minority	100	±1	2	1	9	34	54	±7	4.4	±0.2	
Black	100	±0	2	2	9	29	58	±16	4.4	±0.3	
Hispanic	100	±0	1	2	8	34	55	±9	4.4	±0.2	
Other Race/Ethnicity	99	±2	3	0	11	36	49	±13	4.3	±0.2	
Enlisted	99	±1	1	2	10	36	51	±5	4.3	±0.1	
E1 – E4	100	±0	2	3	15	35	46	±8	4.2	±0.2	
E5 – E9	98	±2	1	2	7	37	53	±6	4.4	±0.1	
Officers	100	±1	1	2	6	30	61	±6	4.5	±0.1	

Note. Percent responding are Reserve component members who answered the question.

19. Suppose a youth came to you for advice. How likely is it that you would recommend...

c. Becoming a federal civil servant?

1. Very unlikely
4. Likely2. Unlikely
5. Very likely

3. Neither likely nor unlikely

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
TOTAL DOD	99	±1	3	6	31	33	27	±2	3.7	±0.1	
Enlisted	99	±1	3	5	31	33	27	±2	3.7	±0.1	
E1 – E4	99	±1	5	5	36	31	23	±4	3.6	±0.1	
E5 – E9	98	±1	2	6	27	34	31	±2	3.9	±0.1	
Officers	99	±1	4	7	27	34	28	±3	3.8	±0.1	
O1 – O3	100	±1	4	5	28	34	28	±5	3.8	±0.2	
O4 – O6	99	±1	3	9	27	35	26	±4	3.7	±0.1	
Male	99	±1	4	6	31	33	26	±2	3.7	±0.1	
Female	99	±1	3	5	30	32	30	±4	3.8	±0.1	
White	99	±1	4	7	34	32	23	±3	3.6	±0.1	
Total Minority	99	±1	2	3	25	35	34	±2	4.0	±0.1	
Black	99	±1	2	2	21	38	37	±3	4.1	±0.1	
Hispanic	99	±1	2	3	27	33	35	±3	4.0	±0.1	
AIAN	98	±2	2	12	32	21	33	±20	3.7	±0.4	
Asian	98	±2	2	3	29	37	29	±5	3.9	±0.1	
NHPI	98	±2	1	4	28	27	41	±17	4.0	±0.3	
Two or More Races	99	±2	4	3	32	40	21	±8	3.7	±0.2	
AGR/FTS/AR	99	±1	2	7	32	33	26	±4	3.7	±0.1	
Other Selected Reserve	99	±1	4	6	31	33	27	±2	3.7	±0.1	
Reserve Unit	99	±1	4	6	31	33	27	±2	3.7	±0.1	
Military Technician	97	±2	2	6	16	38	38	±4	4.0	±0.1	
IMA	99	±1	3	8	25	35	29	±3	3.8	±0.1	
Not Activated Past 12 Months	99	±1	3	5	31	33	27	±2	3.8	±0.1	
Activated Past 12 Months	99	±1	4	7	30	34	26	±4	3.7	±0.1	
Not Deployed Past 12 Months	99	±1	3	5	31	32	28	±2	3.8	±0.1	
Deployed Past 12 Months	99	±1	4	7	30	36	23	±5	3.7	±0.1	
ARNG	99	±1	4	6	34	31	26	±3	3.7	±0.1	
White	98	±2	5	7	36	29	22	±5	3.6	±0.1	
Total Minority	99	±1	2	3	28	33	33	±4	3.9	±0.1	
Black	99	±1	2	3	22	37	35	±5	4.0	±0.1	
Hispanic	99	±1	2	2	30	30	35	±7	4.0	±0.2	
Other Race/Ethnicity	99	±2	3	3	37	32	26	±9	3.8	±0.2	
Enlisted	98	±1	4	5	35	30	25	±4	3.7	±0.1	
E1 – E4	99	±2	6	5	38	28	23	±6	3.6	±0.2	
E5 – E9	98	±2	3	6	31	33	27	±4	3.8	±0.1	
Officers	99	±2	3	8	27	32	29	±6	3.8	±0.2	
USAR	99	±1	3	5	27	37	27	±4	3.8	±0.1	
White	100	±1	4	8	32	37	20	±6	3.6	±0.2	
Total Minority	99	±1	2	3	22	38	36	±3	4.0	±0.1	
Black	99	±1	2	1	20	39	38	±5	4.1	±0.1	
Hispanic	99	±1	2	4	20	37	38	±6	4.1	±0.1	
Other Race/Ethnicity	99	±1	3	4	30	36	26	±9	3.8	±0.2	
Enlisted	99	±1	3	6	28	38	26	±4	3.8	±0.1	
E1 – E4	100	±1	3	5	31	38	22	±6	3.7	±0.2	
E5 – E9	98	±1	2	7	24	37	30	±4	3.9	±0.1	
Officers	99	±1	4	3	26	36	31	±6	3.9	±0.2	

Note. Percent responding are Reserve component members who answered the question.

19c. Continued	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
USNR	99	±1	2	6	28	32	32	±4	3.9	±0.1	
White	99	±1	3	7	29	31	30	±5	3.8	±0.2	
Total Minority	98	±2	2	4	25	34	35	±4	4.0	±0.1	
Black	98	±2	1	3	21	38	37	±5	4.1	±0.1	
Hispanic	99	±2	2	4	31	29	34	±6	3.9	±0.2	
Other Race/Ethnicity	97	±4	1	5	23	38	34	±7	4.0	±0.2	
Enlisted	99	±1	2	5	27	31	34	±4	3.9	±0.1	
E1 – E4	99	±2	6	7	32	26	28	±8	3.6	±0.2	
E5 – E9	99	±1	0	4	26	33	37	±5	4.0	±0.1	
Officers	99	±2	3	8	29	35	25	±6	3.7	±0.2	
USMCR	99	±1	5	7	43	27	18	±5	3.5	±0.1	
White	100	±1	6	9	45	24	16	±7	3.4	±0.2	
Total Minority	99	±1	4	4	39	31	21	±7	3.6	±0.1	
Black	98	±3	2	1	28	40	28	±12	3.9	±0.2	
Hispanic	99	±1	3	5	43	28	21	±10	3.6	±0.2	
Other Race/Ethnicity	99	±2	7	7	41	29	16	±13	3.4	±0.2	
Enlisted	99	±1	5	7	44	26	18	±6	3.5	±0.2	
E1 – E4	100	±1	6	7	47	24	15	±8	3.3	±0.2	
E5 – E9	99	±1	3	5	37	31	25	±7	3.7	±0.1	
Officers	99	±1	6	12	32	31	19	±5	3.4	±0.1	
ANG	99	±1	2	6	30	33	29	±3	3.8	±0.1	
White	99	±1	2	7	32	33	26	±3	3.7	±0.1	
Total Minority	99	±1	2	4	22	35	37	±4	4.0	±0.1	
Black	99	±1	2	3	20	35	40	±5	4.1	±0.1	
Hispanic	99	±1	2	5	23	30	40	±6	4.0	±0.2	
Other Race/Ethnicity	98	±3	1	4	22	41	32	±7	4.0	±0.1	
Enlisted	99	±1	2	6	29	33	30	±3	3.8	±0.1	
E1 – E4	99	±1	3	8	39	29	21	±6	3.6	±0.2	
E5 – E9	99	±1	2	5	26	35	32	±3	3.9	±0.1	
Officers	99	±1	2	9	31	32	25	±6	3.7	±0.2	
USAFR	99	±1	2	6	24	35	33	±3	3.9	±0.1	
White	99	±1	3	7	26	35	30	±4	3.8	±0.1	
Total Minority	98	±2	1	4	19	37	39	±4	4.1	±0.1	
Black	98	±2	0	2	19	36	42	±5	4.2	±0.1	
Hispanic	97	±3	1	4	18	39	38	±7	4.1	±0.2	
Other Race/Ethnicity	97	±4	4	7	21	36	33	±7	3.9	±0.2	
Enlisted	98	±1	2	4	24	35	35	±4	4.0	±0.1	
E1 – E4	99	±2	2	4	30	34	30	±6	3.9	±0.2	
E5 – E9	98	±1	2	5	21	35	37	±4	4.0	±0.1	
Officers	100	±1	3	12	23	38	24	±6	3.7	±0.2	
USCGR	99	±1	3	6	27	33	31	±4	3.8	±0.1	
White	99	±2	3	6	29	33	29	±5	3.8	±0.2	
Total Minority	99	±1	2	3	22	35	37	±7	4.0	±0.2	
Black	98	±4	NR	NR	17	45	38	±19	4.2	±0.3	
Hispanic	100	±1	1	4	22	37	37	±10	4.0	±0.2	
Other Race/Ethnicity	99	±2	5	4	25	28	37	±14	3.9	±0.3	
Enlisted	99	±2	3	6	28	33	30	±5	3.8	±0.1	
E1 – E4	100	±1	3	10	36	28	23	±8	3.6	±0.2	
E5 – E9	98	±2	4	3	24	35	34	±6	3.9	±0.2	
Officers	100	±1	2	5	22	37	34	±6	4.0	±0.2	

Note. Percent responding are Reserve component members who answered the question.















































NR: Not reportable

20. In the past 12 months, how many days (full days, not drill periods) did you spend in a compensated (pay or points) National Guard/Reserve status?

1. 0 days
4. 48-180 days

2. 1-24 days
5. 181 days or more

3. 25-47 days

	Percent Responding		Percentages					Max ME	Average Days		
			1	2	3	4	5				
TOTAL DOD	99	±1	22	22	17	19	20	±2	93.2	±3.3	
Enlisted	99	±1	25	22	17	18	18	±2	86.1	±3.7	
E1 – E4	98	±1	36	23	15	16	10	±4	56.0	±6.2	
E5 – E9	99	±1	17	21	18	19	25	±2	110.4	±4.4	
Officers	99	±1	7	19	20	24	30	±3	131.7	±7.5	
O1 – O3	99	±2	9	21	19	24	27	±5	117.5	±12.6	
O4 – O6	100	±1	4	19	21	24	32	±4	140.3	±9.7	
Male	99	±1	22	21	17	19	20	±2	93.6	±3.8	
Female	99	±1	24	23	16	18	20	±4	91.5	±7.8	
White	99	±1	19	21	19	21	21	±3	100.0	±4.7	
Total Minority	99	±1	30	23	14	16	17	±2	80.2	±3.9	
Black	99	±1	32	23	12	14	19	±3	82.8	±5.5	
Hispanic	98	±1	31	22	15	17	16	±4	75.7	±6.6	
AIAN	99	±2	25	23	13	12	28	±15	114.5	±44.6	
Asian	99	±1	28	24	19	16	13	±5	67.1	±7.6	
NHPI	99	±2	26	32	10	18	14	±16	72.6	±28.3	
Two or More Races	100	±1	18	23	20	21	18	±9	93.5	±16.3	
AGR/FTS/AR	99	±1	18	2	1	1	78	±3	283.3	±9.0	
Other Selected Reserve	99	±1	23	24	19	21	14	±2	73.0	±3.4	
Reserve Unit	99	±1	23	24	19	21	14	±2	72.6	±3.4	
Military Technician	99	±1	16	28	21	25	10	±4	64.1	±6.8	
IMA	100	±1	7	29	26	18	20	±3	92.4	±5.7	
Not Activated Past 12 Months	99	±1	24	25	20	16	15	±2	76.2	±3.4	
Activated Past 12 Months	99	±1	17	12	9	27	35	±3	145.7	±8.1	
Not Deployed Past 12 Months	99	±1	23	23	19	18	16	±2	81.4	±3.3	
Deployed Past 12 Months	99	±1	15	12	5	27	41	±5	162.3	±11.3	
ARNG	99	±1	26	19	14	18	23	±3	101.8	±6.4	
White	99	±1	22	18	15	19	25	±4	110.7	±8.6	
Total Minority	99	±1	35	19	12	16	18	±4	81.3	±7.9	
Black	99	±2	37	21	11	13	18	±5	78.5	±10.7	
Hispanic	99	±2	36	17	12	18	17	±7	80.5	±13.9	
Other Race/Ethnicity	99	±1	28	21	17	16	18	±9	88.6	±18.1	
Enlisted	99	±1	29	19	14	18	20	±4	93.6	±6.9	
E1 – E4	98	±2	38	21	15	17	10	±6	56.0	±10.7	
E5 – E9	99	±1	20	17	13	19	31	±4	129.8	±9.1	
Officers	99	±2	8	16	15	21	40	±6	157.8	±15.7	
USAR	99	±1	25	22	17	17	18	±3	84.7	±6.6	
White	98	±2	20	22	20	19	18	±5	87.6	±10.6	
Total Minority	99	±1	32	22	14	15	18	±3	81.2	±6.8	
Black	99	±1	34	21	11	13	22	±4	89.8	±9.5	
Hispanic	98	±2	32	24	14	16	14	±5	70.1	±9.6	
Other Race/Ethnicity	100	±1	26	21	20	17	15	±9	79.8	±19.9	
Enlisted	98	±1	29	22	16	16	17	±4	78.6	±7.4	
E1 – E4	99	±2	39	25	14	14	8	±6	47.8	±10.8	
E5 – E9	98	±2	18	18	19	19	26	±4	113.1	±9.7	
Officers	99	±1	10	22	23	20	25	±6	112.8	±15.0	

Note. Percent responding are Reserve component members who answered the question.

20. Continued	Percent Responding		Percentages					Max ME	Average Days		
			1	2	3	4	5				
USNR	99	±1	17	25	23	18	16	±3	80.1	±7.5	<div></div>
White	99	±2	13	23	26	22	16	±5	84.7	±11.2	<div></div>
Total Minority	99	±1	25	29	18	13	15	±3	73.0	±8.2	<div></div>
Black	100	±1	27	31	15	12	16	±5	74.3	±10.7	<div></div>
Hispanic	98	±2	24	28	22	12	14	±6	66.5	±12.6	<div></div>
Other Race/Ethnicity	99	±1	23	27	18	15	17	±8	80.9	±20.8	<div></div>
Enlisted	98	±1	22	27	20	15	15	±4	72.5	±8.9	<div></div>
E1 – E4	99	±1	32	34	15	10	10	±8	51.6	±15.1	<div></div>
E5 – E9	98	±2	19	25	22	17	16	±5	79.8	±10.7	<div></div>
Officers	100	±1	2	18	32	28	20	±6	105.8	±13.4	<div></div>
USMCR	97	±2	29	15	23	15	18	±5	79.0	±9.6	<div></div>
White	99	±2	27	13	25	18	17	±7	81.3	±12.7	<div></div>
Total Minority	95	±4	34	19	19	10	18	±7	74.8	±13.9	<div></div>
Black	98	±3	38	22	10	9	20	±11	83.9	±32.6	<div></div>
Hispanic	93	±6	34	15	25	9	17	±11	70.5	±17.6	<div></div>
Other Race/Ethnicity	98	±2	27	25	14	14	19	±16	75.9	±28.2	<div></div>
Enlisted	97	±2	32	15	23	14	16	±6	73.2	±10.6	<div></div>
E1 – E4	96	±3	37	16	23	13	10	±8	52.5	±14.0	<div></div>
E5 – E9	99	±1	20	13	21	17	30	±6	119.9	±14.6	<div></div>
Officers	100	±1	5	19	23	23	30	±4	131.5	±11.6	<div></div>
ANG	99	±1	11	27	20	22	20	±3	100.9	±5.7	<div></div>
White	100	±1	10	25	21	22	21	±3	104.7	±7.1	<div></div>
Total Minority	99	±1	16	31	16	20	18	±4	88.5	±7.0	<div></div>
Black	99	±1	17	30	13	19	21	±4	95.2	±10.6	<div></div>
Hispanic	99	±1	16	30	18	18	17	±6	88.2	±13.5	<div></div>
Other Race/Ethnicity	99	±1	15	33	16	21	15	±7	81.6	±11.8	<div></div>
Enlisted	99	±1	13	28	20	20	19	±3	95.5	±6.1	<div></div>
E1 – E4	99	±1	19	31	14	24	13	±6	76.5	±12.3	<div></div>
E5 – E9	99	±1	11	26	23	19	22	±3	101.9	±7.0	<div></div>
Officers	100	±0	2	21	17	31	28	±6	133.6	±15.0	<div></div>
USAFR	100	±1	12	29	18	26	15	±3	82.0	±5.7	<div></div>
White	100	±1	10	26	19	29	16	±4	86.7	±7.9	<div></div>
Total Minority	99	±1	15	33	17	21	14	±4	73.3	±6.6	<div></div>
Black	99	±2	16	32	19	20	13	±5	70.3	±8.4	<div></div>
Hispanic	100	±1	16	34	15	21	14	±7	73.4	±13.1	<div></div>
Other Race/Ethnicity	99	±1	12	33	18	23	15	±7	79.4	±13.9	<div></div>
Enlisted	99	±1	14	31	19	24	12	±3	71.7	±5.8	<div></div>
E1 – E4	99	±2	22	23	15	23	17	±6	79.9	±12.0	<div></div>
E5 – E9	100	±1	10	34	20	25	10	±4	68.3	±6.5	<div></div>
Officers	100	±1	3	22	18	32	26	±6	121.2	±15.7	<div></div>
USCGR	100	±1	13	27	23	22	16	±4	83.7	±9.4	<div></div>
White	100	±1	10	27	26	22	16	±5	83.9	±11.5	<div></div>
Total Minority	100	±1	20	27	16	22	15	±7	83.5	±15.9	<div></div>
Black	100	±0	11	44	15	12	18	±17	83.6	±37.6	<div></div>
Hispanic	100	±1	27	23	16	24	11	±9	68.9	±17.0	<div></div>
Other Race/Ethnicity	100	±0	15	25	15	23	22	±13	108.0	±36.0	<div></div>
Enlisted	100	±1	14	28	22	21	16	±5	84.6	±11.1	<div></div>
E1 – E4	100	±0	25	28	14	24	9	±8	60.6	±15.4	<div></div>
E5 – E9	100	±1	8	27	26	19	20	±6	98.1	±14.7	<div></div>
Officers	100	±1	7	22	32	26	14	±6	79.0	±11.5	<div></div>

Note. Percent responding are Reserve component members who answered the question.

21. In the past 12 months, how many nights did you spend away from your home because of your military duties?1. 0 nights
4. 48-180 nights2. 1-24 nights
5. 181 nights or more

3. 25-47 nights

	Percent Responding		Percentages					Max ME	Average Nights Away		
			1	2	3	4	5				
TOTAL DOD	99	±1	19	34	19	19	9	±2	56.3	±2.8	
Enlisted	99	±1	20	34	18	19	9	±2	54.3	±3.1	
E1 – E4	99	±1	24	33	15	19	9	±4	56.2	±6.0	
E5 – E9	99	±1	18	34	21	18	9	±2	52.7	±2.9	
Officers	100	±1	10	33	22	23	12	±3	67.0	±5.1	
O1 – O3	100	±1	11	30	22	25	13	±5	69.4	±8.7	
O4 – O6	100	±1	10	37	22	21	11	±4	62.0	±6.5	
Male	99	±1	18	34	20	20	9	±2	56.6	±3.1	
Female	99	±1	24	33	15	18	10	±4	54.6	±6.4	
White	99	±1	16	33	21	21	10	±3	59.1	±3.9	
Total Minority	99	±1	24	35	16	17	9	±2	50.8	±3.1	
Black	99	±1	26	37	14	15	9	±3	47.8	±4.0	
Hispanic	99	±1	23	33	16	20	9	±3	54.9	±6.2	
AIAN	100	±0	24	33	17	12	13	±15	56.5	±19.7	
Asian	100	±1	25	34	19	16	6	±5	43.1	±4.2	
NHPI	100	±1	33	29	16	13	8	±15	39.7	±15.0	
Two or More Races	100	±1	18	37	16	19	10	±9	56.1	±12.6	
AGR/FTS/AR	99	±1	16	29	26	24	5	±3	45.9	±3.8	
Other Selected Reserve	99	±1	19	34	18	19	10	±2	57.4	±3.0	
Reserve Unit	99	±1	19	34	18	19	10	±2	57.6	±3.1	
Military Technician	100	±1	18	40	18	16	7	±4	45.8	±5.4	
IMA	100	±1	28	33	18	12	7	±3	43.2	±3.5	
Not Activated Past 12 Months	99	±1	22	39	21	15	3	±2	33.2	±2.0	
Activated Past 12 Months	100	±1	10	16	12	32	30	±4	127.4	±7.3	
Not Deployed Past 12 Months	99	±1	21	38	21	17	4	±2	37.3	±2.0	
Deployed Past 12 Months	100	±1	6	9	6	35	43	±5	169.2	±9.3	
ARNG	99	±1	16	33	20	21	10	±3	60.7	±5.2	
White	99	±1	13	33	22	22	11	±4	64.5	±6.9	
Total Minority	99	±1	23	34	16	18	9	±4	52.0	±6.6	
Black	99	±1	25	38	15	15	7	±5	44.5	±7.2	
Hispanic	99	±1	22	29	17	22	9	±6	58.1	±13.3	
Other Race/Ethnicity	100	±0	21	36	16	17	10	±9	54.4	±12.0	
Enlisted	99	±1	17	34	19	20	9	±4	58.1	±5.8	
E1 – E4	99	±2	21	34	15	21	9	±6	59.1	±10.3	
E5 – E9	100	±1	13	35	24	19	10	±4	57.1	±5.3	
Officers	100	±0	8	26	25	24	17	±5	78.6	±10.4	
USAR	99	±1	20	33	19	16	12	±3	61.6	±6.0	
White	99	±1	17	31	22	17	13	±5	66.9	±10.0	
Total Minority	100	±1	22	37	15	15	11	±3	55.2	±5.1	
Black	100	±1	23	38	14	14	11	±5	55.8	±7.6	
Hispanic	100	±1	21	37	14	18	10	±5	56.4	±8.1	
Other Race/Ethnicity	100	±1	22	34	20	14	10	±9	52.1	±12.4	
Enlisted	99	±1	21	32	19	16	12	±4	60.2	±6.9	
E1 – E4	100	±1	25	34	15	15	11	±6	55.5	±11.0	
E5 – E9	99	±2	17	31	23	17	13	±4	65.6	±7.7	
Officers	100	±1	11	38	20	18	13	±6	68.2	±11.3	

Note. Percent responding are Reserve component members who answered the question. Reserve component members were asked not to include nights spent away from home before out-of-town drills.

21. Continued	Percent Responding		Percentages					Max ME	Average Nights Away		
			1	2	3	4	5				
USNR	99	±1	21	37	19	18	6	±4	45.8	±4.6	■
White	99	±2	16	37	21	20	6	±5	47.7	±6.9	■
Total Minority	99	±1	28	37	15	14	6	±4	43.0	±4.9	■
Black	100	±1	33	38	11	11	8	±5	44.1	±7.7	■
Hispanic	99	±1	23	34	20	17	6	±6	46.5	±9.6	■
Other Race/Ethnicity	99	±1	29	38	14	14	4	±7	36.3	±5.8	■
Enlisted	99	±1	25	35	18	17	6	±4	43.9	±5.4	■
E1 – E4	98	±3	34	34	14	14	4	±8	36.0	±10.3	■
E5 – E9	100	±1	21	35	19	18	7	±5	46.5	±6.3	■
Officers	99	±2	7	44	21	21	7	±6	52.7	±8.3	■
USMCR	98	±2	19	32	25	15	9	±5	52.7	±7.6	■
White	99	±2	15	31	30	14	10	±7	54.5	±10.4	■
Total Minority	97	±3	25	35	16	16	8	±7	49.4	±10.2	■
Black	98	±3	33	36	13	14	5	±13	33.4	±9.9	■
Hispanic	95	±5	25	34	18	13	10	±10	54.6	±16.3	■
Other Race/Ethnicity	100	±1	15	38	15	24	8	±17	54.3	±17.9	■
Enlisted	98	±2	19	32	25	14	9	±6	51.6	±8.4	■
E1 – E4	98	±2	21	32	28	12	7	±8	44.0	±10.9	■
E5 – E9	98	±4	15	32	18	20	15	±7	69.4	±11.9	■
Officers	100	±1	13	32	25	18	11	±5	62.9	±7.4	■
ANG	100	±1	23	35	16	21	6	±3	44.8	±3.3	■
White	100	±1	21	35	16	21	6	±3	45.5	±4.1	■
Total Minority	100	±1	27	33	15	19	6	±3	42.8	±4.6	■
Black	100	±1	31	38	10	14	6	±4	37.5	±6.1	■
Hispanic	100	±0	21	32	15	25	7	±6	50.5	±9.4	■
Other Race/Ethnicity	99	±1	30	27	21	17	5	±6	39.6	±7.5	■
Enlisted	100	±1	26	35	15	18	6	±3	41.9	±3.6	■
E1 – E4	100	±1	30	26	14	20	10	±6	58.1	±10.0	■
E5 – E9	100	±1	24	38	16	18	5	±3	36.5	±3.5	■
Officers	100	±1	6	32	19	35	7	±6	62.3	±7.9	■
USAFR	100	±1	25	31	15	23	6	±3	46.9	±3.7	■
White	99	±1	23	31	15	25	6	±4	47.4	±5.0	■
Total Minority	100	±1	27	32	15	19	7	±3	46.0	±5.1	■
Black	100	±0	27	31	15	21	6	±5	45.6	±6.3	■
Hispanic	100	±1	28	33	12	18	8	±7	47.3	±11.9	■
Other Race/Ethnicity	100	±1	26	32	17	19	6	±6	44.7	±7.2	■
Enlisted	100	±1	26	31	14	23	6	±3	46.7	±4.3	■
E1 – E4	99	±2	28	23	9	30	9	±6	64.0	±9.1	■
E5 – E9	100	±1	26	35	16	19	5	±4	39.5	±4.7	■
Officers	100	±1	18	32	18	26	6	±6	47.5	±7.5	■
USCGR	100	±1	22	35	15	18	9	±4	56.4	±7.5	■
White	100	±1	21	38	15	18	9	±5	54.0	±9.0	■
Total Minority	100	±1	27	29	12	19	12	±7	63.5	±13.3	■
Black	100	±0	19	38	10	18	14	±19	69.4	±34.1	■
Hispanic	99	±1	30	27	15	20	9	±9	57.2	±16.0	■
Other Race/Ethnicity	100	±0	26	30	10	19	15	±13	71.0	±27.9	■
Enlisted	100	±1	23	35	13	19	10	±5	58.6	±8.8	■
E1 – E4	100	±0	24	29	11	29	7	±8	57.7	±14.1	■
E5 – E9	100	±1	22	38	14	14	11	±6	59.2	±11.3	■
Officers	99	±1	20	36	25	12	8	±6	45.1	±8.1	■

Note. Percent responding are Reserve component members who answered the question. Reserve component members were asked not to include nights spent away from home before out-of-town drills.

22. In the past 12 months, have you spent more or less time away from your home than you expected when you first entered the National Guard/Reserve?

1. Much less than expected
4. More than expected

2. Less than expected
5. Much more than expected

3. Neither more nor less than expected

	Percent Responding		Percentages					Max ME	Degree Exceeded Expectations		
			1	2	3	4	5				
TOTAL DOD	100	±1	4	10	59	17	9	±2	3.2	±0.1	
Enlisted	100	±1	5	11	60	16	9	±2	3.1	±0.1	
E1 – E4	100	±1	6	14	59	14	7	±4	3.0	±0.1	
E5 – E9	100	±1	4	8	60	17	10	±2	3.2	±0.1	
Officers	100	±1	2	6	57	22	13	±3	3.4	±0.1	
O1 – O3	100	±1	1	5	57	25	12	±5	3.4	±0.1	
O4 – O6	100	±1	2	8	57	19	14	±4	3.4	±0.1	
Male	100	±1	4	10	59	17	9	±2	3.2	±0.1	
Female	100	±1	5	9	63	14	9	±4	3.1	±0.1	
White	100	±1	3	9	61	17	10	±3	3.2	±0.1	
Total Minority	100	±1	6	12	56	17	9	±2	3.1	±0.1	
Black	100	±1	7	13	59	14	8	±3	3.0	±0.1	
Hispanic	100	±1	6	12	52	20	10	±4	3.2	±0.1	
AIAN	100	±1	10	14	52	11	13	±22	3.0	±0.4	
Asian	100	±1	6	9	55	21	9	±5	3.2	±0.1	
NHPI	100	±0	7	18	58	12	5	±21	2.9	±0.3	
Two or More Races	100	±0	4	11	60	16	9	±8	3.1	±0.2	
AGR/FTS/AR	100	±1	6	10	60	16	9	±4	3.1	±0.1	
Other Selected Reserve	100	±1	4	10	59	17	9	±2	3.2	±0.1	
Reserve Unit	100	±1	4	10	59	17	10	±2	3.2	±0.1	
Military Technician	100	±1	5	9	57	18	10	±4	3.2	±0.1	
IMA	100	±1	6	13	64	11	6	±3	3.0	±0.1	
Not Activated Past 12 Months	100	±1	5	11	62	15	7	±2	3.1	±0.1	
Activated Past 12 Months	100	±1	2	6	52	23	17	±4	3.5	±0.1	
Not Deployed Past 12 Months	100	±1	5	11	61	15	8	±2	3.1	±0.1	
Deployed Past 12 Months	100	±1	1	5	48	27	19	±5	3.6	±0.1	
ARNG	100	±1	3	10	58	18	12	±3	3.3	±0.1	
White	100	±1	2	9	59	18	12	±4	3.3	±0.1	
Total Minority	100	±1	5	11	55	19	10	±4	3.2	±0.1	
Black	100	±1	6	12	60	14	9	±5	3.1	±0.1	
Hispanic	100	±0	5	10	49	24	12	±7	3.3	±0.2	
Other Race/Ethnicity	100	±0	5	9	57	19	9	±9	3.2	±0.2	
Enlisted	100	±1	3	10	58	17	11	±4	3.2	±0.1	
E1 – E4	100	±1	4	14	57	15	8	±6	3.1	±0.2	
E5 – E9	100	±1	2	6	59	19	13	±4	3.3	±0.1	
Officers	100	±0	1	4	53	25	17	±6	3.5	±0.1	
USAR	100	±1	5	11	57	18	9	±4	3.2	±0.1	
White	100	±1	4	8	60	18	10	±6	3.2	±0.1	
Total Minority	100	±1	6	15	53	17	8	±3	3.1	±0.1	
Black	100	±1	7	15	57	14	7	±5	3.0	±0.1	
Hispanic	100	±0	5	15	49	21	9	±5	3.1	±0.1	
Other Race/Ethnicity	100	±0	6	15	51	18	9	±9	3.1	±0.2	
Enlisted	100	±1	5	12	57	17	8	±4	3.1	±0.1	
E1 – E4	100	±0	7	16	58	13	6	±6	3.0	±0.2	
E5 – E9	100	±1	4	7	57	22	10	±4	3.3	±0.1	
Officers	100	±1	1	7	57	21	14	±6	3.4	±0.1	

Note. Percent responding are Reserve component members who answered the question.

22. Continued	Percent Responding		Percentages					Max ME	Degree Exceeded Expectations		
			1	2	3	4	5				
USNR	100	±1	6	9	60	17	8	±4	3.1	±0.1	
White	99	±1	5	7	62	18	7	±5	3.1	±0.1	
Total Minority	100	±1	8	12	57	14	9	±4	3.0	±0.1	
Black	100	±1	11	12	59	10	8	±5	2.9	±0.1	
Hispanic	100	±0	7	14	53	16	11	±6	3.1	±0.2	
Other Race/Ethnicity	100	±0	7	10	59	17	7	±7	3.1	±0.1	
Enlisted	100	±1	8	10	61	15	7	±4	3.0	±0.1	
E1 – E4	100	±0	10	14	64	9	3	±8	2.8	±0.2	
E5 – E9	99	±1	7	9	59	16	9	±5	3.1	±0.1	
Officers	100	±0	3	6	58	23	10	±6	3.3	±0.1	
USMCR	100	±1	6	12	61	14	8	±5	3.1	±0.1	
White	100	±0	6	11	60	16	7	±7	3.1	±0.2	
Total Minority	99	±1	5	13	62	11	9	±6	3.1	±0.2	
Black	99	±2	3	13	64	12	6	±9	3.0	±0.2	
Hispanic	99	±1	6	16	60	10	8	±9	3.0	±0.2	
Other Race/Ethnicity	100	±0	3	6	67	11	14	±16	3.3	±0.3	
Enlisted	100	±1	6	12	60	14	8	±6	3.1	±0.1	
E1 – E4	100	±1	6	13	58	14	8	±8	3.0	±0.2	
E5 – E9	100	±1	6	8	64	15	7	±6	3.1	±0.2	
Officers	100	±1	4	9	64	15	8	±5	3.1	±0.1	
ANG	100	±1	5	10	65	13	6	±3	3.1	±0.1	
White	100	±1	5	10	66	13	6	±3	3.1	±0.1	
Total Minority	100	±1	7	12	60	15	6	±4	3.0	±0.1	
Black	100	±0	9	12	60	14	6	±5	2.9	±0.1	
Hispanic	100	±0	8	12	60	15	6	±6	3.0	±0.1	
Other Race/Ethnicity	100	±1	5	10	61	16	8	±7	3.1	±0.1	
Enlisted	100	±1	6	11	66	12	5	±3	3.0	±0.1	
E1 – E4	100	±0	6	10	67	11	5	±6	3.0	±0.1	
E5 – E9	100	±1	6	11	65	12	6	±3	3.0	±0.1	
Officers	100	±0	2	5	60	22	11	±6	3.3	±0.1	
USAFR	100	±1	6	10	63	14	6	±3	3.1	±0.1	
White	100	±1	5	10	64	15	6	±4	3.1	±0.1	
Total Minority	100	±1	8	11	62	12	7	±4	3.0	±0.1	
Black	100	±0	7	14	63	10	7	±5	3.0	±0.1	
Hispanic	100	±0	10	8	62	14	6	±7	3.0	±0.2	
Other Race/Ethnicity	100	±1	8	11	62	13	7	±6	3.0	±0.2	
Enlisted	100	±1	7	10	64	13	6	±4	3.0	±0.1	
E1 – E4	100	±0	6	10	68	13	3	±6	3.0	±0.1	
E5 – E9	100	±1	7	10	63	14	7	±4	3.0	±0.1	
Officers	100	±1	2	12	60	17	10	±6	3.2	±0.2	
USCGR	100	±0	3	7	66	15	9	±4	3.2	±0.1	
White	100	±0	3	7	67	15	8	±5	3.2	±0.1	
Total Minority	100	±0	5	8	62	15	10	±7	3.2	±0.2	
Black	100	±0	8	16	58	12	6	±16	2.9	±0.3	
Hispanic	100	±0	6	7	62	13	12	±9	3.2	±0.2	
Other Race/Ethnicity	100	±0	2	6	64	20	9	±12	3.3	±0.2	
Enlisted	100	±0	4	7	67	14	8	±5	3.2	±0.1	
E1 – E4	100	±0	6	6	73	11	5	±8	3.0	±0.2	
E5 – E9	100	±0	2	8	64	16	9	±6	3.2	±0.1	
Officers	100	±0	1	8	61	18	13	±6	3.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

23. What impact has time away (or lack thereof) from your home in the past 12 months had on your military career intentions?

1. Greatly increased your desire to stay 2. Increased your desire to stay 3. Neither increased nor decreased your desire to stay
4. Decreased your desire to stay 5. Greatly decreased your desire to stay















































	Percent Responding		Percentages					Max ME	Impact on Desire to Stay		
			1	2	3	4	5				
TOTAL DOD	100	±1	7	12	66	12	4	±2	2.9	±0.1	
Enlisted	100	±1	7	12	65	11	4	±2	2.9	±0.1	
E1 – E4	100	±1	8	14	61	12	5	±4	2.9	±0.1	
E5 – E9	100	±1	6	11	69	11	3	±2	2.9	±0.1	
Officers	100	±1	5	10	67	14	3	±3	3.0	±0.1	
O1 – O3	100	±1	6	11	64	15	4	±5	3.0	±0.1	
O4 – O6	100	±1	5	10	69	13	2	±4	3.0	±0.1	
Male	100	±1	7	12	66	12	4	±2	2.9	±0.1	
Female	100	±1	6	12	66	13	3	±4	2.9	±0.1	
White	100	±1	5	11	68	13	4	±3	3.0	±0.1	
Total Minority	100	±1	10	15	62	10	4	±2	2.8	±0.1	
Black	100	±1	11	15	63	8	3	±3	2.8	±0.1	
Hispanic	100	±1	11	16	60	9	4	±3	2.8	±0.1	
AIAN	100	±0	6	8	59	23	4	±16	3.1	±0.2	
Asian	100	±1	7	13	66	12	3	±4	2.9	±0.1	
NHPI	100	±0	9	14	68	6	2	±10	2.8	±0.2	
Two or More Races	100	±0	4	10	65	15	6	±8	3.1	±0.2	
AGR/FTS/AR	100	±1	6	9	74	9	3	±3	2.9	±0.1	
Other Selected Reserve	100	±1	7	12	65	12	4	±2	2.9	±0.1	
Reserve Unit	100	±1	7	12	65	12	4	±2	2.9	±0.1	
Military Technician	100	±1	6	10	72	11	2	±4	2.9	±0.1	
IMA	100	±1	5	8	77	8	1	±3	2.9	±0.1	
Not Activated Past 12 Months	100	±1	6	11	69	11	4	±2	2.9	±0.1	
Activated Past 12 Months	100	±1	9	15	57	15	4	±4	2.9	±0.1	
Not Deployed Past 12 Months	100	±1	7	11	68	11	3	±2	2.9	±0.1	
Deployed Past 12 Months	100	±1	7	15	54	19	5	±5	3.0	±0.1	
ARNG	100	±1	7	11	65	13	4	±3	3.0	±0.1	
White	100	±1	5	10	67	14	4	±4	3.0	±0.1	
Total Minority	100	±1	11	14	60	10	5	±4	2.8	±0.1	
Black	99	±1	14	14	57	10	5	±5	2.8	±0.1	
Hispanic	100	±1	11	16	59	9	6	±7	2.8	±0.2	
Other Race/Ethnicity	100	±0	5	11	70	11	3	±7	3.0	±0.1	
Enlisted	100	±1	8	11	64	12	4	±4	2.9	±0.1	
E1 – E4	100	±1	9	13	61	12	5	±6	2.9	±0.1	
E5 – E9	100	±1	6	9	68	13	4	±4	3.0	±0.1	
Officers	100	±0	4	10	67	15	4	±6	3.0	±0.1	
USAR	100	±1	8	13	63	12	5	±4	2.9	±0.1	
White	100	±0	6	11	65	13	5	±6	3.0	±0.1	
Total Minority	100	±1	9	15	61	11	3	±3	2.8	±0.1	
Black	100	±1	9	16	64	8	2	±5	2.8	±0.1	
Hispanic	100	±1	11	17	58	10	4	±5	2.8	±0.1	
Other Race/Ethnicity	100	±0	7	10	56	20	7	±9	3.1	±0.2	
Enlisted	100	±1	8	13	63	12	4	±4	2.9	±0.1	
E1 – E4	100	±1	8	14	59	13	6	±6	3.0	±0.2	
E5 – E9	100	±1	8	11	67	11	3	±4	2.9	±0.1	
Officers	100	±1	7	13	62	13	5	±6	3.0	±0.2	

Note. Percent responding are Reserve component members who answered the question.

23. Continued	Percent Responding		Percentages					Max ME	Impact on Desire to Stay		
			1	2	3	4	5				
USNR	100	±1	9	14	65	10	2	±4	2.8	±0.1	
White	100	±1	7	12	68	13	2	±5	2.9	±0.1	
Total Minority	100	±1	12	17	62	7	2	±4	2.7	±0.1	
Black	100	±0	13	16	64	6	2	±5	2.7	±0.1	
Hispanic	100	±1	13	20	59	7	2	±6	2.7	±0.1	
Other Race/Ethnicity	100	±1	9	15	64	9	2	±6	2.8	±0.1	
Enlisted	100	±1	10	15	64	10	2	±4	2.8	±0.1	
E1 – E4	100	±0	10	17	59	12	2	±8	2.8	±0.2	
E5 – E9	100	±1	10	14	65	9	2	±5	2.8	±0.1	
Officers	100	±1	5	10	71	12	2	±6	2.9	±0.1	
USMCR	99	±1	5	10	67	12	5	±5	3.0	±0.1	
White	100	±1	4	9	68	13	6	±7	3.1	±0.2	
Total Minority	99	±3	7	13	66	10	4	±6	2.9	±0.1	
Black	99	±2	7	11	73	8	1	±9	2.9	±0.2	
Hispanic	98	±5	8	16	66	6	4	±9	2.8	±0.2	
Other Race/Ethnicity	100	±0	4	8	60	22	6	±13	3.2	±0.2	
Enlisted	99	±1	5	11	66	12	6	±6	3.0	±0.1	
E1 – E4	99	±2	4	10	66	13	7	±8	3.1	±0.2	
E5 – E9	100	±1	8	12	68	10	2	±7	2.9	±0.1	
Officers	100	±1	3	8	76	11	3	±4	3.0	±0.1	
ANG	100	±1	5	12	73	9	1	±3	2.9	±0.1	
White	100	±1	4	11	74	9	1	±3	2.9	±0.1	
Total Minority	100	±1	8	14	69	8	2	±3	2.8	±0.1	
Black	100	±1	9	15	71	5	2	±4	2.8	±0.1	
Hispanic	100	±1	8	14	66	10	2	±6	2.8	±0.1	
Other Race/Ethnicity	100	±1	6	13	70	10	2	±6	2.9	±0.1	
Enlisted	100	±1	5	13	73	8	1	±3	2.9	±0.1	
E1 – E4	100	±1	7	19	65	9	0	±6	2.8	±0.1	
E5 – E9	100	±1	4	11	76	8	2	±3	2.9	±0.1	
Officers	100	±1	4	7	73	16	1	±6	3.0	±0.1	
USAFR	100	±1	8	12	68	11	2	±3	2.9	±0.1	
White	100	±1	7	12	66	13	2	±4	2.9	±0.1	
Total Minority	100	±0	9	13	70	7	2	±4	2.8	±0.1	
Black	100	±0	8	12	72	6	2	±5	2.8	±0.1	
Hispanic	100	±0	11	14	66	8	2	±7	2.8	±0.2	
Other Race/Ethnicity	100	±0	7	12	72	8	2	±6	2.9	±0.1	
Enlisted	100	±1	8	13	67	11	1	±4	2.8	±0.1	
E1 – E4	100	±1	12	18	61	8	1	±6	2.7	±0.1	
E5 – E9	100	±0	6	10	70	12	2	±4	2.9	±0.1	
Officers	100	±0	6	11	69	11	2	±6	2.9	±0.1	
USCGR	100	±1	6	11	72	9	2	±4	2.9	±0.1	
White	100	±0	4	10	74	10	2	±5	2.9	±0.1	
Total Minority	100	±1	9	13	68	6	3	±7	2.8	±0.2	
Black	100	±0	13	21	63	1	2	±18	2.6	±0.3	
Hispanic	100	±0	10	13	68	6	2	±9	2.8	±0.2	
Other Race/Ethnicity	99	±2	6	10	71	8	6	±13	3.0	±0.2	
Enlisted	100	±1	6	12	73	8	2	±5	2.9	±0.1	
E1 – E4	100	±1	6	10	71	10	3	±8	2.9	±0.2	
E5 – E9	100	±0	6	12	74	7	1	±6	2.9	±0.1	
Officers	100	±0	4	8	70	15	3	±6	3.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

23. Reserve component members who indicated their desire to stay decreased as a result of being away more than expected: Constructed from Q22 and Q23.

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	100	±1	8	±1	
Enlisted	100	±1	7	±2	
E1 – E4	100	±1	6	±2	
E5 – E9	100	±1	8	±2	
Officers	100	±1	12	±2	
O1 – O3	100	±1	13	±4	
O4 – O6	100	±1	10	±3	
Male	100	±1	8	±2	
Female	100	±1	7	±3	
White	100	±1	9	±2	
Total Minority	100	±1	6	±2	
Black	99	±1	5	±2	
Hispanic	100	±1	7	±3	
AIAN	100	±1	9	±9	
Asian	100	±1	7	±2	
NHPI	100	±0	5	±3	
Two or More Races	100	±0	7	±5	
AGR/FTS/AR	99	±1	6	±2	
Other Selected Reserve	100	±1	8	±1	
Reserve Unit	100	±1	8	±2	
Military Technician	100	±1	7	±3	
IMA	100	±1	5	±2	
Not Activated Past 12 Months	100	±1	7	±1	
Activated Past 12 Months	100	±1	11	±3	
Not Deployed Past 12 Months	100	±1	7	±1	
Deployed Past 12 Months	100	±1	14	±4	
ARNG	100	±1	10	±2	
White	100	±1	10	±3	
Total Minority	100	±1	8	±3	
Black	99	±1	6	±3	
Hispanic	100	±1	10	±6	
Other Race/Ethnicity	100	±0	7	±4	
Enlisted	100	±1	9	±3	
E1 – E4	99	±1	7	±4	
E5 – E9	100	±1	11	±3	
Officers	100	±0	13	±5	
USAR	100	±1	8	±2	
White	100	±1	10	±4	
Total Minority	100	±1	6	±2	
Black	99	±1	5	±3	
Hispanic	100	±1	7	±3	
Other Race/Ethnicity	100	±0	9	±5	
Enlisted	100	±1	7	±3	
E1 – E4	100	±1	7	±4	
E5 – E9	100	±1	8	±3	
Officers	100	±1	13	±5	

Note. Percent responding are Reserve component members who answered the question.

23. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
USNR	100	±1	6	±2	
White	99	±1	8	±4	
Total Minority	100	±1	4	±2	
Black	100	±1	3	±2	
Hispanic	100	±1	4	±2	
Other Race/Ethnicity	100	±1	6	±6	
Enlisted	99	±1	5	±3	
E1 – E4	100	±0	3	±5	
E5 – E9	99	±1	6	±3	
Officers	100	±1	11	±5	
USMCR	99	±1	7	±4	
White	100	±1	8	±5	
Total Minority	98	±3	6	±4	
Black	98	±3	2	±3	
Hispanic	97	±5	5	±7	
Other Race/Ethnicity	100	±0	10	±6	
Enlisted	99	±1	7	±4	
E1 – E4	99	±2	8	±5	
E5 – E9	99	±1	5	±3	
Officers	100	±1	8	±3	
ANG	100	±1	5	±2	
White	100	±1	5	±2	
Total Minority	100	±1	4	±2	
Black	100	±1	3	±2	
Hispanic	100	±1	4	±3	
Other Race/Ethnicity	100	±1	5	±4	
Enlisted	100	±1	4	±2	
E1 – E4	100	±1	3	±3	
E5 – E9	100	±1	4	±2	
Officers	100	±1	10	±5	
USAFR	100	±1	7	±2	
White	100	±1	8	±3	
Total Minority	100	±1	4	±2	
Black	100	±0	3	±2	
Hispanic	100	±0	4	±3	
Other Race/Ethnicity	100	±1	3	±2	
Enlisted	100	±1	6	±2	
E1 – E4	100	±1	4	±4	
E5 – E9	100	±1	6	±3	
Officers	100	±1	10	±5	
USCGR	100	±1	6	±2	
White	100	±0	6	±3	
Total Minority	100	±1	6	±4	
Black	100	±0	NR		
Hispanic	100	±0	5	±5	
Other Race/Ethnicity	99	±2	10	±12	
Enlisted	100	±1	5	±3	
E1 – E4	100	±1	7	±5	
E5 – E9	100	±0	4	±3	
Officers	100	±0	11	±5	



















































Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

24. Have you been activated in the past 12 months? This includes activations that started more than 12 months ago and continued into the past 12 months.








































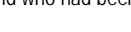





	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	100	±1	24	±2	
Enlisted	100	±1	24	±2	
E1 – E4	100	±1	23	±3	
E5 – E9	100	±1	25	±2	
Officers	100	±1	26	±3	
O1 – O3	100	±1	25	±5	
O4 – O6	100	±1	28	±4	
Male	100	±1	25	±2	
Female	100	±1	24	±4	
White	100	±1	24	±2	
Total Minority	100	±1	25	±2	
Black	100	±1	25	±3	
Hispanic	100	±1	25	±3	
AIAN	100	±0	21	±9	
Asian	100	±1	24	±5	
NHPI	100	±0	24	±11	
Two or More Races	100	±0	27	±8	
AGR/FTS/AR	99	±1	7	±2	
Other Selected Reserve	100	±1	26	±2	
Reserve Unit	100	±1	26	±2	
Military Technician	100	±1	23	±4	
IMA	100	±1	28	±3	
Not Activated Past 12 Months	100	±0	0	±0	
Activated Past 12 Months	100	±0	100	±0	
Not Deployed Past 12 Months	100	±0	12	±2	
Deployed Past 12 Months	100	±0	100	±0	
ARNG	100	±1	25	±3	
White	100	±1	24	±4	
Total Minority	100	±1	27	±4	
Black	100	±1	27	±5	
Hispanic	100	±1	27	±6	
Other Race/Ethnicity	100	±0	28	±8	
Enlisted	100	±1	25	±3	
E1 – E4	100	±1	23	±6	
E5 – E9	100	±1	27	±3	
Officers	100	±0	25	±5	
USAR	100	±1	27	±3	
White	100	±1	27	±5	
Total Minority	100	±1	27	±3	
Black	100	±1	27	±4	
Hispanic	100	±1	25	±5	
Other Race/Ethnicity	100	±1	27	±9	
Enlisted	100	±1	26	±4	
E1 – E4	100	±1	23	±6	
E5 – E9	100	±1	30	±4	
Officers	100	±1	30	±6	

Note. Percent responding are Reserve component members who answered the question.

24. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
USNR	99	±1	20	±3	
White	99	±2	21	±5	
Total Minority	100	±1	18	±3	
Black	100	±0	18	±4	
Hispanic	99	±1	17	±6	
Other Race/Ethnicity	100	±1	20	±5	
Enlisted	99	±1	19	±4	
E1 – E4	100	±1	16	±8	
E5 – E9	99	±2	20	±4	
Officers	100	±1	24	±6	
USMCR	99	±1	26	±5	
White	100	±1	25	±6	
Total Minority	98	±3	27	±6	
Black	99	±2	27	±11	
Hispanic	97	±5	27	±7	
Other Race/Ethnicity	100	±0	25	±13	
Enlisted	99	±1	25	±5	
E1 – E4	99	±2	21	±7	
E5 – E9	99	±1	35	±6	
Officers	100	±0	34	±5	
ANG	100	±1	23	±3	
White	100	±1	24	±3	
Total Minority	100	±1	22	±3	
Black	100	±1	22	±4	
Hispanic	100	±1	22	±5	
Other Race/Ethnicity	100	±1	21	±6	
Enlisted	100	±1	23	±3	
E1 – E4	100	±1	27	±6	
E5 – E9	100	±1	22	±3	
Officers	100	±1	26	±6	
USAFR	100	±1	20	±3	
White	100	±1	20	±4	
Total Minority	100	±1	20	±3	
Black	100	±1	17	±4	
Hispanic	100	±0	26	±7	
Other Race/Ethnicity	100	±1	15	±4	
Enlisted	100	±1	19	±3	
E1 – E4	100	±1	20	±5	
E5 – E9	100	±0	19	±4	
Officers	100	±1	21	±6	
USCGR	100	±0	31	±4	
White	100	±0	29	±5	
Total Minority	100	±0	36	±7	
Black	100	±0	25	±15	
Hispanic	100	±0	36	±10	
Other Race/Ethnicity	100	±0	41	±13	
Enlisted	100	±0	32	±5	
E1 – E4	100	±0	25	±8	
E5 – E9	100	±0	35	±6	
Officers	100	±0	27	±6	

















































Note. Percent responding are Reserve component members who answered the question.

25. Was at least one of your activations in the past 12 months longer than 30 consecutive days?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	24	±2	84	±3	
Enlisted	24	±2	82	±4	
E1 – E4	23	±3	76	±7	
E5 – E9	25	±2	86	±3	
Officers	26	±3	94	±3	
O1 – O3	25	±5	94	±5	
O4 – O6	28	±4	94	±4	
Male	24	±2	83	±3	
Female	24	±4	86	±8	
White	24	±2	84	±4	
Total Minority	25	±2	82	±4	
Black	25	±3	81	±5	
Hispanic	25	±3	85	±6	
AIAN	20	±8	82	±15	
Asian	24	±5	72	±17	
NHPI	24	±10	78	±21	
Two or More Races	27	±7	84	±20	
AGR/FTS/AR	7	±2	90	±8	
Other Selected Reserve	26	±2	83	±3	
Reserve Unit	26	±2	83	±3	
Military Technician	23	±4	86	±6	
IMA	28	±3	93	±3	
Not Activated Past 12 Months	NA		NA		
Activated Past 12 Months	100	±1	84	±3	
Not Deployed Past 12 Months	12	±2	60	±5	
Deployed Past 12 Months	100	±0	100	±0	
ARNG	25	±3	79	±6	
White	24	±4	80	±8	
Total Minority	27	±4	77	±7	
Black	27	±5	71	±9	
Hispanic	27	±6	84	±9	
Other Race/Ethnicity	28	±7	74	±20	
Enlisted	25	±3	76	±6	
E1 – E4	23	±5	74	±11	
E5 – E9	26	±3	79	±6	
Officers	25	±5	94	±7	
USAR	26	±3	89	±6	
White	26	±5	92	±9	
Total Minority	27	±3	85	±7	
Black	27	±4	87	±7	
Hispanic	25	±5	84	±15	
Other Race/Ethnicity	27	±8	82	±22	
Enlisted	26	±4	87	±7	
E1 – E4	23	±6	78	±13	
E5 – E9	29	±4	95	±3	
Officers	30	±6	95	±5	

Note. Percent responding are Reserve component members who answered the question and who had been activated in the past 12 months (Q24).

NA: Not applicable

25. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
USNR	20	±3	91	±5	
White	21	±5	93	±7	
Total Minority	18	±3	88	±7	
Black	18	±4	86	±11	
Hispanic	17	±6	90	±11	
Other Race/Ethnicity	19	±5	87	±21	
Enlisted	18	±4	91	±6	
E1 – E4	16	±7	82	±18	
E5 – E9	19	±4	94	±6	
Officers	24	±5	90	±10	
USMCR	26	±4	86	±10	
White	25	±6	83	±14	
Total Minority	26	±5	92	±5	
Black	26	±10	82	±17	
Hispanic	26	±7	95	±6	
Other Race/Ethnicity	25	±11	94	±12	
Enlisted	25	±5	85	±11	
E1 – E4	20	±6	76	±17	
E5 – E9	35	±6	97	±3	
Officers	34	±5	94	±5	
ANG	23	±3	82	±5	
White	24	±3	83	±6	
Total Minority	21	±3	78	±7	
Black	22	±4	84	±8	
Hispanic	21	±5	85	±11	
Other Race/Ethnicity	21	±5	63	±16	
Enlisted	23	±3	79	±6	
E1 – E4	27	±6	73	±12	
E5 – E9	22	±3	81	±6	
Officers	26	±6	96	±7	
USAFR	20	±3	89	±5	
White	20	±4	89	±8	
Total Minority	20	±3	89	±6	
Black	17	±4	93	±7	
Hispanic	26	±6	86	±13	
Other Race/Ethnicity	15	±3	90	±10	
Enlisted	19	±3	89	±6	
E1 – E4	20	±5	89	±11	
E5 – E9	19	±4	90	±8	
Officers	21	±5	88	±12	
USCGR	30	±4	92	±5	
White	29	±5	93	±6	
Total Minority	35	±7	89	±12	
Black	24	±13	NR		
Hispanic	36	±9	88	±16	
Other Race/Ethnicity	41	±13	NR		
Enlisted	31	±5	93	±6	
E1 – E4	25	±7	91	±14	
E5 – E9	35	±6	94	±8	
Officers	26	±6	83	±11	

Note. Percent responding are Reserve component members who answered the question and who had been activated in the past 12 months (Q24).

NR: Not reportable

26. In the past 12 months, has (have) your activation(s) of more than 30 consecutive days been voluntary, involuntary, or both?

1. Voluntary

2. Involuntary

3. Both

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	20	±2	52	30	17	±4
Enlisted	19	±2	52	30	18	±4
E1 – E4	17	±3	50	37	14	±9
E5 – E9	21	±2	54	26	20	±4
Officers	25	±3	53	31	16	±6
O1 – O3	23	±4	50	30	20	±10
O4 – O6	26	±4	57	29	13	±8
Male	20	±2	52	31	18	±4
Female	20	±3	55	28	17	±10
White	20	±2	50	33	16	±5
Total Minority	20	±2	56	25	19	±4
Black	20	±2	53	25	22	±6
Hispanic	21	±3	59	23	18	±7
AIAN	17	±8	33	NR	27	±20
Asian	17	±3	55	26	19	±8
NHPI	18	±9	74	9	17	±18
Two or More Races	22	±7	50	34	15	±19
AGR/FTS/AR	6	±2	69	18	13	±13
Other Selected Reserve	22	±2	52	31	18	±4
Reserve Unit	22	±2	51	31	18	±4
Military Technician	20	±4	49	30	21	±10
IMA	26	±3	83	9	8	±4
Not Activated Past 12 Months	NA		NA	NA	NA	
Activated Past 12 Months	83	±3	52	30	17	±4
Not Deployed Past 12 Months	7	±1	72	14	14	±5
Deployed Past 12 Months	100	±1	44	37	19	±5
ARNG	20	±3	45	37	18	±7
White	19	±4	41	41	18	±9
Total Minority	21	±3	56	27	17	±8
Black	19	±4	52	27	20	±11
Hispanic	23	±6	59	26	15	±15
Other Race/Ethnicity	20	±6	54	30	16	±15
Enlisted	19	±3	46	37	17	±8
E1 – E4	17	±5	45	42	12	±15
E5 – E9	21	±3	47	32	21	±7
Officers	24	±5	42	38	20	±12
USAR	23	±3	49	31	20	±7
White	24	±5	48	35	17	±11
Total Minority	23	±3	50	26	25	±7
Black	24	±4	49	25	26	±9
Hispanic	21	±4	55	21	25	±10
Other Race/Ethnicity	22	±7	44	36	21	±20
Enlisted	23	±3	49	30	21	±8
E1 – E4	18	±5	45	38	17	±16
E5 – E9	28	±4	52	25	23	±8
Officers	28	±6	47	33	20	±11

Note: Percent responding are Reserve component members who answered the question, who had been activated in the past 12 months (Q24), and who had at least one activation longer than 30 consecutive days (Q25).

NR: Not reportable

NA: Not applicable

26. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
USNR	18	±3	49	36	16	±9
White	20	±4	47	40	13	±12
Total Minority	16	±3	51	29	20	±10
Black	15	±4	52	29	19	±12
Hispanic	15	±5	44	34	22	±23
Other Race/Ethnicity	17	±4	58	22	20	±11
Enlisted	17	±4	47	36	17	±11
E1 – E4	13	±6	NR	NR	NR	
E5 – E9	18	±4	45	37	18	±12
Officers	22	±5	53	37	11	±12
USMCR	22	±4	57	32	12	±10
White	21	±5	56	34	10	±14
Total Minority	24	±5	58	28	15	±11
Black	22	±10	68	19	13	±22
Hispanic	25	±7	61	25	14	±12
Other Race/Ethnicity	24	±11	37	NR	17	±23
Enlisted	21	±4	56	33	11	±11
E1 – E4	16	±5	51	44	5	±18
E5 – E9	34	±6	62	21	17	±8
Officers	32	±4	60	25	15	±8
ANG	19	±2	71	16	14	±6
White	20	±3	71	15	14	±7
Total Minority	17	±3	71	16	13	±7
Black	19	±4	70	18	12	±10
Hispanic	18	±4	69	18	13	±12
Other Race/Ethnicity	13	±4	75	9	16	±12
Enlisted	18	±3	70	15	14	±7
E1 – E4	20	±5	75	13	12	±14
E5 – E9	18	±3	69	16	15	±7
Officers	25	±6	72	17	11	±13
USAFR	17	±3	74	10	16	±7
White	17	±3	75	8	17	±9
Total Minority	17	±3	73	12	15	±7
Black	16	±4	63	17	20	±12
Hispanic	22	±6	82	8	10	±11
Other Race/Ethnicity	13	±3	76	10	14	±9
Enlisted	17	±3	70	10	20	±8
E1 – E4	18	±5	74	7	20	±13
E5 – E9	17	±3	69	12	20	±10
Officers	18	±5	88	8	4	±14
USCGR	28	±4	54	20	26	±8
White	27	±5	50	26	24	±10
Total Minority	31	±7	63	7	30	±12
Black	24	±13	NR	NR	NR	
Hispanic	32	±9	78	5	17	±13
Other Race/Ethnicity	35	±12	NR	11	NR	±14
Enlisted	29	±5	54	20	25	±9
E1 – E4	23	±7	60	22	18	±17
E5 – E9	33	±6	52	20	28	±11
Officers	22	±5	54	19	27	±13

Note. Percent responding are Reserve component members who answered the question, who had been activated in the past 12 months (Q24), and who had at least one activation longer than 30 consecutive days (Q25).















































NR: Not reportable

27. Are you currently activated?



















































1. Yes

2. No

3. Does not apply; not activated in the past 12 months

	Percent Responding		Percentages			Max ME	Percentage Currently Activated
			1	2	3		
TOTAL DOD	100	±1	10	15	76	±2	
Enlisted	100	±1	9	15	76	±2	
E1 – E4	100	±1	9	14	77	±3	
E5 – E9	100	±1	10	15	75	±2	
Officers	100	±1	12	14	74	±3	
O1 – O3	100	±1	11	14	75	±5	
O4 – O6	100	±1	13	14	72	±4	
Male	100	±1	10	15	75	±2	
Female	100	±1	10	14	76	±4	
White	100	±1	10	14	76	±2	
Total Minority	100	±1	10	15	75	±2	
Black	100	±1	10	15	75	±3	
Hispanic	100	±1	10	16	75	±3	
AIAN	100	±1	9	11	79	±9	
Asian	100	±1	9	15	76	±5	
NHPI	100	±0	14	10	76	±11	
Two or More Races	100	±0	10	17	73	±8	
AGR/FTS/AR	99	±1	5	2	93	±2	
Other Selected Reserve	100	±1	10	16	74	±2	
Reserve Unit	100	±1	10	16	74	±2	
Military Technician	100	±1	5	18	77	±4	
IMA	100	±1	16	12	72	±3	
Not Activated Past 12 Months	100	±0	0	0	100	±0	
Activated Past 12 Months	100	±1	40	60	0	±4	
Not Deployed Past 12 Months	100	±1	5	7	88	±2	
Deployed Past 12 Months	100	±1	41	59	0	±5	
ARNG	100	±1	10	15	75	±3	
White	100	±1	11	14	76	±4	
Total Minority	100	±1	9	18	73	±4	
Black	100	±1	10	17	73	±5	
Hispanic	100	±1	8	18	73	±6	
Other Race/Ethnicity	100	±1	10	18	72	±8	
Enlisted	100	±1	10	15	75	±3	
E1 – E4	100	±1	9	14	77	±6	
E5 – E9	100	±1	10	16	73	±3	
Officers	100	±0	13	13	75	±5	
USAR	100	±1	11	15	73	±3	
White	100	±1	11	15	73	±5	
Total Minority	100	±1	11	16	73	±3	
Black	100	±1	11	16	73	±4	
Hispanic	100	±1	10	15	75	±5	
Other Race/Ethnicity	100	±1	12	16	73	±9	
Enlisted	100	±1	10	16	74	±4	
E1 – E4	100	±1	7	15	77	±6	
E5 – E9	100	±1	14	16	70	±4	
Officers	100	±1	14	15	70	±6	

Note. Percent responding are Reserve component members who answered the question. Reserve component members who had not been activated in the past 12 months (Q24) are coded as "Does not apply; not activated in the past 12 months."

27. Continued	Percent Responding		Percentages			Max ME	Percentage Currently Activated
			1	2	3		
USNR	99	±1	9	11	80	±3	
White	99	±2	10	12	79	±5	
Total Minority	100	±1	8	10	82	±3	
Black	100	±0	10	8	82	±4	
Hispanic	99	±1	7	10	83	±6	
Other Race/Ethnicity	100	±1	9	10	80	±5	
Enlisted	99	±1	8	10	81	±4	
E1 – E4	100	±1	4	11	84	±8	
E5 – E9	99	±2	9	10	80	±4	
Officers	100	±1	13	12	76	±6	
USMCR	99	±1	14	12	74	±5	
White	100	±1	14	12	75	±6	
Total Minority	98	±3	15	11	73	±6	
Black	99	±2	15	12	73	±12	
Hispanic	97	±5	17	10	73	±7	
Other Race/Ethnicity	100	±0	12	14	75	±15	
Enlisted	99	±1	14	11	75	±5	
E1 – E4	99	±2	9	11	79	±7	
E5 – E9	99	±1	24	11	65	±6	
Officers	100	±0	21	13	66	±5	
ANG	100	±1	7	16	77	±3	
White	100	±1	7	17	76	±3	
Total Minority	100	±1	7	15	78	±3	
Black	100	±1	7	16	78	±4	
Hispanic	100	±1	7	14	78	±5	
Other Race/Ethnicity	100	±1	7	14	79	±6	
Enlisted	100	±1	7	16	77	±3	
E1 – E4	100	±1	9	18	73	±6	
E5 – E9	100	±1	6	15	78	±3	
Officers	100	±1	7	19	74	±6	
USAFR	100	±1	7	13	80	±3	
White	100	±1	6	14	80	±4	
Total Minority	100	±1	8	11	80	±3	
Black	100	±1	8	10	83	±4	
Hispanic	100	±0	11	15	74	±7	
Other Race/Ethnicity	100	±1	6	9	85	±4	
Enlisted	100	±1	6	13	81	±3	
E1 – E4	100	±1	10	10	80	±5	
E5 – E9	100	±1	5	14	81	±4	
Officers	100	±1	7	14	79	±6	
USCGR	100	±0	20	10	69	±4	
White	100	±0	18	11	71	±5	
Total Minority	100	±0	27	8	64	±7	
Black	100	±0	21	4	75	±15	
Hispanic	100	±0	28	8	64	±10	
Other Race/Ethnicity	100	±0	29	11	59	±14	
Enlisted	100	±0	21	10	68	±5	
E1 – E4	100	±0	16	9	75	±8	
E5 – E9	100	±0	24	11	65	±6	
Officers	100	±0	17	10	73	±6	

Note. Percent responding are Reserve component members who answered the question. Reserve component members who had not been activated in the past 12 months (Q24) are coded as "Does not apply; not activated in the past 12 months."

28. Did any of your activations of more than 30 consecutive days in the past 12 months result in deployment?

	Percent Responding		Percentages	Max ME	Percentage Deployed in Past 12 Months
			Yes		
TOTAL DOD	20	±2	70	±3	
Enlisted	19	±2	70	±4	
E1 – E4	17	±3	71	±8	
E5 – E9	21	±2	70	±4	
Officers	25	±3	71	±6	
O1 – O3	23	±4	63	±10	
O4 – O6	26	±4	74	±7	
Male	20	±2	73	±4	
Female	20	±3	60	±8	
White	20	±2	74	±5	
Total Minority	20	±2	64	±4	
Black	20	±2	57	±6	
Hispanic	21	±3	73	±6	
AIAN	17	±8	70	±20	
Asian	17	±3	67	±8	
NHPI	18	±9	NR		
Two or More Races	22	±7	59	±16	
AGR/FTS/AR	6	±2	55	±14	
Other Selected Reserve	22	±2	71	±3	
Reserve Unit	22	±2	71	±3	
Military Technician	20	±4	78	±11	
IMA	26	±3	44	±5	
Not Activated Past 12 Months	NA		NA		
Activated Past 12 Months	83	±3	70	±3	
Not Deployed Past 12 Months	7	±1	0	±0	
Deployed Past 12 Months	100	±0	100	±0	
ARNG	20	±3	76	±6	
White	19	±4	80	±8	
Total Minority	21	±3	67	±7	
Black	19	±4	58	±11	
Hispanic	23	±6	80	±10	
Other Race/Ethnicity	20	±6	55	±15	
Enlisted	19	±3	75	±7	
E1 – E4	17	±5	79	±13	
E5 – E9	21	±3	72	±7	
Officers	24	±5	80	±11	
USAR	23	±3	66	±6	
White	24	±5	69	±10	
Total Minority	22	±3	61	±6	
Black	24	±4	54	±9	
Hispanic	21	±4	70	±10	
Other Race/Ethnicity	22	±7	62	±16	
Enlisted	22	±3	66	±7	
E1 – E4	18	±5	72	±15	
E5 – E9	28	±4	63	±7	
Officers	28	±6	64	±11	

Note. Percent responding are Reserve component members who answered the question, who had been activated in the past 12 months (Q24), and who had at least one activation longer than 30 consecutive days (Q25).

NR: Not reportable

NA: Not applicable

28. Continued	Percent Responding		Percentages	Max ME	Percentage Deployed in Past 12 Months
			Yes		
USNR	18	±3	74	±8	
White	20	±4	75	±11	
Total Minority	16	±3	71	±7	
Black	15	±4	66	±12	
Hispanic	15	±5	81	±12	
Other Race/Ethnicity	17	±4	64	±12	
Enlisted	17	±4	76	±10	
E1 – E4	13	±6	NR		
E5 – E9	18	±4	78	±10	
Officers	22	±5	68	±12	
USMCR	22	±4	64	±9	
White	21	±5	65	±12	
Total Minority	24	±5	61	±11	
Black	22	±10	NR		
Hispanic	25	±7	61	±12	
Other Race/Ethnicity	24	±11	79	±19	
Enlisted	21	±4	65	±10	
E1 – E4	16	±5	65	±18	
E5 – E9	34	±6	66	±8	
Officers	32	±4	52	±8	
ANG	19	±2	67	±6	
White	20	±3	67	±7	
Total Minority	17	±3	68	±7	
Black	19	±4	63	±10	
Hispanic	18	±4	67	±13	
Other Race/Ethnicity	13	±4	75	±12	
Enlisted	18	±3	65	±7	
E1 – E4	20	±5	46	±14	
E5 – E9	17	±3	71	±7	
Officers	25	±6	79	±12	
USAFR	17	±3	63	±7	
White	17	±3	66	±10	
Total Minority	17	±3	58	±8	
Black	16	±4	60	±12	
Hispanic	22	±6	59	±15	
Other Race/Ethnicity	14	±3	50	±10	
Enlisted	17	±3	63	±8	
E1 – E4	18	±5	34	±13	
E5 – E9	17	±3	76	±9	
Officers	18	±5	64	±14	
USCGR	28	±4	62	±8	
White	27	±5	61	±10	
Total Minority	31	±7	66	±13	
Black	24	±13	NR		
Hispanic	32	±9	71	±16	
Other Race/Ethnicity	35	±12	NR		
Enlisted	29	±5	64	±9	
E1 – E4	23	±7	55	±16	
E5 – E9	33	±6	67	±11	
Officers	22	±5	51	±12	

Note. Percent responding are Reserve component members who answered the question, who had been activated in the past 12 months (Q24), and who had at least one activation longer than 30 consecutive days (Q25).

NR: Not reportable

29. In the past 12 months, after processing in the mobilization station, were you deployed within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?

1. CONUS

2. OCONUS

3. Both

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	14	±2	9	68	22	±4
Enlisted	14	±2	9	68	23	±5
E1 – E4	12	±3	6	77	17	±10
E5 – E9	15	±2	11	62	27	±5
Officers	17	±3	11	69	20	±7
O1 – O3	15	±4	4	70	26	±13
O4 – O6	19	±3	16	67	17	±9
Male	15	±2	10	68	23	±4
Female	12	±3	7	72	21	±13
White	15	±2	8	70	22	±6
Total Minority	13	±2	12	65	23	±5
Black	12	±2	15	65	20	±7
Hispanic	16	±3	10	64	26	±8
AIAN	12	±7	6	NR	NR	±11
Asian	11	±3	15	69	16	±14
NHPI	8	±4	11	63	NR	±23
Two or More Races	13	±6	15	70	14	±19
AGR/FTS/AR	3	±2	15	59	26	±16
Other Selected Reserve	15	±2	9	68	22	±4
Reserve Unit	15	±2	9	69	22	±4
Military Technician	15	±3	9	72	18	±9
IMA	11	±2	25	57	18	±8
Not Activated Past 12 Months	NA		NA	NA	NA	
Activated Past 12 Months	58	±4	9	68	22	±4
Not Deployed Past 12 Months	NA		NA	NA	NA	
Deployed Past 12 Months	99	±1	9	68	22	±4
ARNG	15	±3	7	71	22	±7
White	15	±3	7	71	22	±10
Total Minority	14	±3	8	71	21	±9
Black	11	±3	10	69	21	±14
Hispanic	18	±6	6	71	23	±14
Other Race/Ethnicity	11	±4	10	74	16	±19
Enlisted	14	±3	6	70	24	±9
E1 – E4	14	±5	3	80	17	±16
E5 – E9	15	±3	9	61	30	±9
Officers	19	±5	11	75	13	±12
USAR	15	±3	10	67	23	±8
White	16	±4	6	72	21	±12
Total Minority	14	±3	17	59	24	±8
Black	13	±3	15	63	21	±12
Hispanic	15	±4	19	50	32	±13
Other Race/Ethnicity	14	±6	16	65	19	±22
Enlisted	15	±3	11	67	22	±9
E1 – E4	13	±5	2	84	14	±17
E5 – E9	17	±3	18	54	29	±10
Officers	18	±5	10	65	25	±15

Note: Percent responding are Reserve component members who answered the question, who had been activated in the past 12 months (Q24), who had at least one activation longer than 30 consecutive days (Q25), and who had been deployed in the past 12 months (Q28).

NR: Not reportable

NA: Not applicable

29. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
USNR	13	±3	8	67	25	±10
White	15	±4	5	71	23	±14
Total Minority	11	±3	15	58	28	±12
Black	10	±3	26	54	20	±14
Hispanic	12	±5	7	61	32	±24
Other Race/Ethnicity	11	±3	15	56	29	±14
Enlisted	13	±3	8	68	24	±12
E1 – E4	8	±5	NR	NR	NR	
E5 – E9	14	±4	6	72	22	±12
Officers	15	±4	11	62	28	±15
USMCR	14	±3	20	45	35	±12
White	14	±5	23	39	38	±18
Total Minority	15	±4	16	55	29	±13
Black	10	±5	21	37	NR	±23
Hispanic	15	±6	15	54	31	±17
Other Race/Ethnicity	19	±11	14	NR	16	±19
Enlisted	14	±4	22	43	35	±13
E1 – E4	10	±5	28	42	30	±23
E5 – E9	22	±5	15	44	41	±12
Officers	17	±4	8	61	31	±10
ANG	13	±2	14	67	19	±7
White	13	±2	14	66	20	±8
Total Minority	11	±2	14	70	16	±11
Black	12	±3	19	66	15	±13
Hispanic	12	±4	5	80	15	±11
Other Race/Ethnicity	10	±4	NR	61	20	±23
Enlisted	12	±2	15	67	18	±8
E1 – E4	9	±4	29	59	12	±20
E5 – E9	12	±2	11	70	19	±9
Officers	20	±5	11	65	24	±14
USAFR	11	±2	8	76	16	±8
White	12	±3	7	77	16	±11
Total Minority	10	±2	11	74	16	±10
Black	10	±3	17	71	12	±15
Hispanic	13	±5	4	75	20	±19
Other Race/Ethnicity	7	±2	9	77	14	±13
Enlisted	11	±2	5	78	17	±9
E1 – E4	6	±3	11	72	17	±25
E5 – E9	13	±3	3	80	17	±10
Officers	12	±5	21	68	11	±19
USCGR	17	±4	58	20	23	±11
White	16	±4	58	20	22	±13
Total Minority	21	±6	57	20	23	±17
Black	16	±10	NR	NR	NR	
Hispanic	23	±8	NR	16	35	±23
Other Race/Ethnicity	21	±10	NR	NR	7	±16
Enlisted	19	±4	58	20	22	±12
E1 – E4	12	±6	81	NR	12	±25
E5 – E9	22	±5	51	24	25	±13
Officers	11	±4	55	18	27	±16

Note. Percent responding are Reserve component members who answered the question, who had been activated in the past 12 months (Q24), who had at least one activation longer than 30 consecutive days (Q25), and who had been deployed in the past 12 months (Q28).

NR: Not reportable

34. Are you a military technician?

1. Yes, I am currently a military technician

2. Yes, in the week before my current activation I was a military technician

3. No

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
TOTAL DOD	78	±1	14	1	85	±2	15.0	±2.0	
Enlisted	80	±1	14	1	85	±2	15.0	±2.0	
E1 – E4	87	±2	7	0	92	±3	8.0	±3.0	
E5 – E9	74	±2	21	1	78	±2	22.0	±2.0	
Officers	68	±2	14	1	85	±3	15.0	±3.0	
O1 – O3	81	±3	5	1	94	±3	6.0	±3.0	
O4 – O6	54	±3	20	1	79	±4	21.0	±4.0	
Male	78	±1	14	1	85	±2	15.0	±2.0	
Female	78	±3	15	1	84	±3	16.0	±3.0	
White	78	±1	15	1	84	±2	16.0	±2.0	
Total Minority	77	±2	13	1	86	±2	14.0	±2.0	
Black	79	±2	12	0	87	±2	13.0	±2.0	
Hispanic	77	±2	13	1	86	±3	14.0	±3.0	
AIAN	73	±12	NR	1	NR	±5	NR		
Asian	74	±3	13	0	86	±3	14.0	±3.0	
NHPI	85	±6	15	0	85	±8	15.0	±8.0	
Two or More Races	77	±5	15	1	84	±9	16.0	±9.0	
AGR/FTS/AR	NA		NA	NA	NA		NA		
Other Selected Reserve	86	±1	14	1	85	±2	15.0	±2.0	
Reserve Unit	88	±1	14	1	85	±2	15.0	±2.0	
Military Technician	100	±1	96	4	0	±2	100.0	±0.0	
IMA	NA		NA	NA	NA		NA		
Not Activated Past 12 Months	76	±1	15	0	84	±2	16.0	±2.0	
Activated Past 12 Months	86	±2	11	1	87	±3	13.0	±3.0	
Not Deployed Past 12 Months	77	±1	15	0	85	±2	15.0	±2.0	
Deployed Past 12 Months	86	±2	13	2	85	±3	15.0	±3.0	
ARNG	90	±2	13	0	86	±2	14.0	±2.0	
White	89	±2	13	1	86	±3	14.0	±3.0	
Total Minority	91	±2	13	0	87	±3	13.0	±3.0	
Black	89	±4	13	0	87	±4	13.0	±4.0	
Hispanic	92	±2	13	0	87	±6	13.0	±6.0	
Other Race/Ethnicity	92	±3	13	0	87	±9	13.0	±8.0	
Enlisted	91	±2	12	0	87	±3	13.0	±3.0	
E1 – E4	98	±2	7	0	93	±4	7.0	±4.0	
E5 – E9	83	±2	19	1	81	±3	19.0	±3.0	
Officers	84	±4	18	2	80	±5	20.0	±5.0	
USAR	90	±2	7	1	92	±2	8.0	±2.0	
White	90	±3	6	1	93	±4	7.0	±4.0	
Total Minority	89	±2	8	1	91	±3	9.0	±3.0	
Black	86	±2	7	1	92	±3	8.0	±3.0	
Hispanic	92	±2	8	1	91	±5	9.0	±5.0	
Other Race/Ethnicity	89	±6	10	0	89	±8	11.0	±8.0	
Enlisted	91	±2	8	1	91	±3	9.0	±3.0	
E1 – E4	98	±3	6	1	93	±5	7.0	±5.0	
E5 – E9	85	±3	10	1	89	±3	11.0	±3.0	
Officers	81	±4	2	0	98	±2	2.0	±2.0	

Note. Percent responding are Reserve component members in the Army National Guard, U.S. Army Reserve, Air National Guard, and U.S. Air Force Reserve who answered the question and who were not identified as AGR/FTS/AR or IMA in the sample frame (June 2011).

NR: Not reportable

NA: Not applicable

34. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
USNR	NA		NA	NA	NA		NA		
White	NA		NA	NA	NA		NA		
Total Minority	NA		NA	NA	NA		NA		
Black	NA		NA	NA	NA		NA		
Hispanic	NA		NA	NA	NA		NA		
Other Race/Ethnicity	NA		NA	NA	NA		NA		
Enlisted	NA		NA	NA	NA		NA		
E1 – E4	NA		NA	NA	NA		NA		
E5 – E9	NA		NA	NA	NA		NA		
Officers	NA		NA	NA	NA		NA		
USMCR	NA		NA	NA	NA		NA		
White	NA		NA	NA	NA		NA		
Total Minority	NA		NA	NA	NA		NA		
Black	NA		NA	NA	NA		NA		
Hispanic	NA		NA	NA	NA		NA		
Other Race/Ethnicity	NA		NA	NA	NA		NA		
Enlisted	NA		NA	NA	NA		NA		
E1 – E4	NA		NA	NA	NA		NA		
E5 – E9	NA		NA	NA	NA		NA		
Officers	NA		NA	NA	NA		NA		
ANG	87	±2	28	1	71	±3	29.0	±3.0	
White	86	±2	29	1	71	±3	29.0	±3.0	
Total Minority	88	±2	27	2	71	±4	29.0	±4.0	
Black	86	±3	25	1	74	±4	26.0	±4.0	
Hispanic	90	±3	29	2	69	±6	31.0	±6.0	
Other Race/Ethnicity	87	±4	26	4	71	±6	29.0	±6.0	
Enlisted	87	±2	29	1	70	±3	30.0	±3.0	
E1 – E4	98	±2	13	1	86	±5	14.0	±5.0	
E5 – E9	83	±2	35	1	64	±3	36.0	±3.0	
Officers	84	±4	25	1	74	±6	26.0	±6.0	
USAFR	84	±2	22	1	77	±3	23.0	±3.0	
White	81	±3	23	1	76	±4	24.0	±4.0	
Total Minority	89	±2	21	0	79	±4	21.0	±4.0	
Black	90	±2	20	0	80	±4	20.0	±4.0	
Hispanic	88	±3	22	0	78	±6	22.0	±6.0	
Other Race/Ethnicity	86	±4	22	0	78	±8	22.0	±8.0	
Enlisted	91	±2	23	1	76	±3	24.0	±3.0	
E1 – E4	99	±2	13	1	86	±5	14.0	±5.0	
E5 – E9	88	±2	27	1	72	±4	28.0	±4.0	
Officers	56	±5	19	1	80	±9	20.0	±9.0	
USCGR	NA		NA	NA	NA		NA		
White	NA		NA	NA	NA		NA		
Total Minority	NA		NA	NA	NA		NA		
Black	NA		NA	NA	NA		NA		
Hispanic	NA		NA	NA	NA		NA		
Other Race/Ethnicity	NA		NA	NA	NA		NA		
Enlisted	NA		NA	NA	NA		NA		
E1 – E4	NA		NA	NA	NA		NA		
E5 – E9	NA		NA	NA	NA		NA		
Officers	NA		NA	NA	NA		NA		

Note. Percent responding are Reserve component members in the Army National Guard, U.S. Army Reserve, Air National Guard, and U.S. Air Force Reserve who answered the question and who were not identified as AGR/FTS/AR or IMA in the sample frame (June 2011).














































NA: Not applicable

35. Do you have a civilian job?

1. Yes, I currently have a civilian job



















































2. Yes, in the week before my current
activation I had a civilian job

3. No

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
TOTAL DOD	90	±1	63	4	33	±2	67.0	±2.0	
Enlisted	91	±1	62	4	34	±2	66.0	±2.0	
E1 – E4	98	±1	57	4	40	±4	60.0	±4.0	
E5 – E9	84	±2	67	3	29	±2	71.0	±2.0	
Officers	85	±2	70	5	25	±3	75.0	±3.0	
O1 – O3	92	±3	69	2	29	±5	71.0	±5.0	
O4 – O6	79	±3	73	7	20	±4	80.0	±4.0	
Male	90	±1	64	4	32	±2	68.0	±2.0	
Female	89	±2	58	4	38	±4	62.0	±4.0	
White	90	±1	64	4	32	±3	68.0	±3.0	
Total Minority	90	±1	63	3	35	±2	65.0	±2.0	
Black	87	±2	64	3	34	±3	66.0	±3.0	
Hispanic	92	±2	62	3	35	±4	65.0	±4.0	
AIAN	83	±13	66	2	32	±11	68.0	±11.0	
Asian	92	±2	62	3	35	±4	65.0	±4.0	
NHPI	91	±5	65	1	34	±13	66.0	±12.0	
Two or More Races	89	±4	60	5	34	±9	66.0	±9.0	
AGR/FTS/AR	NA		NA	NA	NA		NA		
Other Selected Reserve	99	±1	63	4	33	±2	67.0	±2.0	
Reserve Unit	99	±1	63	4	33	±2	67.0	±2.0	
Military Technician	99	±1	55	2	43	±4	57.0	±4.0	
IMA	98	±1	77	4	19	±3	81.0	±3.0	
Not Activated Past 12 Months	87	±1	68	1	31	±2	69.0	±2.0	
Activated Past 12 Months	97	±1	51	11	38	±4	62.0	±4.0	
Not Deployed Past 12 Months	88	±1	66	2	32	±2	68.0	±2.0	
Deployed Past 12 Months	97	±1	49	13	38	±5	62.0	±5.0	
ARNG	90	±1	56	4	40	±4	60.0	±4.0	
White	90	±2	56	4	40	±5	60.0	±5.0	
Total Minority	91	±2	56	3	41	±4	59.0	±4.0	
Black	89	±4	59	2	39	±6	61.0	±6.0	
Hispanic	92	±3	56	2	42	±7	58.0	±7.0	
Other Race/Ethnicity	92	±3	51	3	45	±9	55.0	±9.0	
Enlisted	91	±1	56	4	40	±4	60.0	±4.0	
E1 – E4	100	±1	53	4	43	±6	57.0	±6.0	
E5 – E9	83	±2	60	3	37	±4	63.0	±4.0	
Officers	82	±4	56	4	41	±7	59.0	±7.0	
USAR	91	±2	66	5	29	±4	71.0	±4.0	
White	92	±3	68	6	26	±6	74.0	±6.0	
Total Minority	89	±2	64	4	32	±4	68.0	±3.0	
Black	86	±3	63	4	33	±5	67.0	±5.0	
Hispanic	93	±2	62	4	34	±6	66.0	±6.0	
Other Race/Ethnicity	90	±6	68	5	28	±10	72.0	±6.0	
Enlisted	91	±2	63	5	32	±4	68.0	±4.0	
E1 – E4	97	±3	59	5	36	±6	64.0	±6.0	
E5 – E9	85	±3	68	5	27	±5	73.0	±4.0	
Officers	87	±4	79	6	15	±6	85.0	±5.0	

Note. Percent responding are Reserve component members who answered the question and who were not identified as AGR/FTS/AR in the sample frame (June 2011).

NA: Not applicable

35. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
USNR	84	±3	76	4	20	±4	80.0	±4.0	
White	86	±4	77	5	18	±5	82.0	±5.0	
Total Minority	81	±3	74	3	23	±4	77.0	±4.0	
Black	77	±4	79	2	20	±5	80.0	±5.0	
Hispanic	86	±4	73	3	24	±6	76.0	±6.0	
Other Race/Ethnicity	79	±7	71	4	25	±6	75.0	±6.0	
Enlisted	83	±3	74	3	23	±4	77.0	±4.0	
E1 – E4	87	±4	67	2	32	±9	68.0	±9.0	
E5 – E9	81	±4	77	3	20	±5	80.0	±5.0	
Officers	87	±4	83	7	10	±5	90.0	±4.0	
USMCR	90	±3	65	4	31	±6	69.0	±5.0	
White	92	±3	68	5	27	±8	73.0	±7.0	
Total Minority	88	±4	59	3	38	±7	62.0	±7.0	
Black	76	±10	52	4	44	±12	56.0	±12.0	
Hispanic	91	±5	58	2	39	±10	61.0	±10.0	
Other Race/Ethnicity	92	±4	68	3	29	±11	71.0	±10.0	
Enlisted	90	±3	64	4	32	±6	68.0	±6.0	
E1 – E4	95	±4	62	4	34	±8	66.0	±8.0	
E5 – E9	80	±4	68	6	25	±7	75.0	±7.0	
Officers	89	±3	75	5	20	±5	80.0	±4.0	
ANG	86	±2	65	2	33	±3	67.0	±3.0	
White	86	±2	64	2	34	±4	66.0	±4.0	
Total Minority	87	±2	67	2	32	±4	68.0	±4.0	
Black	86	±3	67	2	31	±5	69.0	±5.0	
Hispanic	89	±3	70	1	29	±7	71.0	±7.0	
Other Race/Ethnicity	87	±4	63	2	35	±7	65.0	±7.0	
Enlisted	86	±2	64	2	34	±3	66.0	±3.0	
E1 – E4	98	±2	57	2	41	±6	59.0	±6.0	
E5 – E9	83	±2	67	2	31	±4	69.0	±4.0	
Officers	82	±4	67	2	30	±7	70.0	±7.0	
USAFR	94	±2	76	2	22	±3	78.0	±3.0	
White	93	±3	77	3	20	±4	80.0	±4.0	
Total Minority	96	±2	73	1	26	±3	74.0	±3.0	
Black	97	±2	72	1	26	±5	74.0	±5.0	
Hispanic	96	±2	75	1	24	±6	76.0	±6.0	
Other Race/Ethnicity	95	±4	69	1	29	±7	71.0	±7.0	
Enlisted	96	±2	75	2	23	±3	77.0	±3.0	
E1 – E4	99	±2	57	2	41	±6	59.0	±6.0	
E5 – E9	95	±2	82	2	15	±4	85.0	±3.0	
Officers	88	±5	80	3	17	±6	83.0	±5.0	
USCGR	99	±1	76	7	17	±4	83.0	±4.0	
White	99	±1	78	8	14	±5	86.0	±4.0	
Total Minority	100	±0	71	4	25	±7	75.0	±7.0	
Black	100	±0	71	2	27	±16	73.0	±16.0	
Hispanic	100	±0	67	6	27	±10	73.0	±10.0	
Other Race/Ethnicity	100	±0	77	3	20	±14	80.0	±14.0	
Enlisted	99	±1	75	7	17	±5	83.0	±4.0	
E1 – E4	99	±2	74	9	18	±8	82.0	±7.0	
E5 – E9	100	±1	76	7	17	±6	83.0	±6.0	
Officers	99	±2	81	5	15	±6	85.0	±5.0	

Note. Percent responding are Reserve component members who answered the question and who were not identified as AGR/FTS/AR in the sample frame (June 2011).

36. Are you a student?

1. Yes, I am currently a student



















































2. Yes, in the week before my current
activation I was a student

3. No

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
TOTAL DOD	89	±1	29	1	70	±2	30.0	±2.0	
Enlisted	90	±1	31	1	67	±2	33.0	±2.0	
E1 – E4	97	±1	38	1	61	±4	39.0	±4.0	
E5 – E9	84	±2	25	1	74	±2	26.0	±2.0	
Officers	85	±2	14	1	85	±3	15.0	±3.0	
O1 – O3	93	±3	21	2	78	±5	22.0	±5.0	
O4 – O6	80	±3	7	0	93	±3	7.0	±3.0	
Male	90	±1	26	1	73	±2	27.0	±2.0	
Female	89	±2	40	1	59	±4	41.0	±4.0	
White	89	±1	25	1	74	±3	26.0	±3.0	
Total Minority	89	±1	35	2	63	±2	37.0	±2.0	
Black	87	±2	38	1	61	±3	39.0	±3.0	
Hispanic	92	±2	33	2	65	±4	35.0	±4.0	
AIAN	83	±13	35	1	63	±15	37.0	±15.0	
Asian	92	±2	37	2	60	±5	40.0	±5.0	
NHPI	91	±5	27	1	71	±19	29.0	±18.0	
Two or More Races	89	±4	36	1	63	±9	37.0	±9.0	
AGR/FTS/AR	NA		NA	NA	NA		NA		
Other Selected Reserve	99	±1	29	1	70	±2	30.0	±2.0	
Reserve Unit	99	±1	29	1	70	±2	30.0	±2.0	
Military Technician	99	±1	20	1	79	±4	21.0	±4.0	
IMA	98	±1	14	1	86	±2	14.0	±2.0	
Not Activated Past 12 Months	87	±1	30	1	69	±2	31.0	±2.0	
Activated Past 12 Months	96	±2	25	3	72	±3	28.0	±3.0	
Not Deployed Past 12 Months	88	±1	30	1	69	±2	31.0	±2.0	
Deployed Past 12 Months	96	±2	23	3	74	±5	26.0	±5.0	
ARNG	90	±2	29	1	70	±4	30.0	±4.0	
White	90	±2	26	1	74	±5	26.0	±5.0	
Total Minority	91	±2	36	1	63	±4	37.0	±4.0	
Black	89	±4	38	1	60	±6	40.0	±6.0	
Hispanic	92	±3	31	1	67	±7	33.0	±7.0	
Other Race/Ethnicity	91	±3	39	2	59	±10	41.0	±9.0	
Enlisted	91	±2	30	1	69	±4	31.0	±4.0	
E1 – E4	99	±2	34	1	65	±6	35.0	±6.0	
E5 – E9	83	±2	26	1	73	±4	27.0	±4.0	
Officers	83	±4	15	2	84	±6	16.0	±6.0	
USAR	91	±2	33	1	66	±4	34.0	±4.0	
White	91	±3	29	1	69	±6	31.0	±6.0	
Total Minority	89	±2	37	2	61	±4	39.0	±4.0	
Black	86	±3	39	1	60	±5	40.0	±5.0	
Hispanic	93	±2	33	2	64	±5	36.0	±5.0	
Other Race/Ethnicity	90	±6	39	2	59	±9	41.0	±9.0	
Enlisted	91	±2	36	2	62	±4	38.0	±4.0	
E1 – E4	97	±3	42	1	57	±6	43.0	±6.0	
E5 – E9	85	±3	29	2	69	±5	31.0	±5.0	
Officers	87	±4	16	1	84	±6	16.0	±6.0	

Note. Percent responding are Reserve component members who answered the question and who were not identified as AGR/FTS/AR in the sample frame (June 2011).

NA: Not applicable

36. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
USNR	84	±3	28	1	71	±4	29.0	±4.0	
White	86	±4	24	1	75	±6	25.0	±6.0	
Total Minority	81	±3	36	1	63	±4	37.0	±4.0	
Black	76	±4	41	1	58	±6	42.0	±6.0	
Hispanic	86	±4	36	1	63	±6	37.0	±6.0	
Other Race/Ethnicity	80	±7	30	1	69	±6	31.0	±6.0	
Enlisted	83	±3	34	1	65	±5	35.0	±5.0	
E1 – E4	87	±4	49	0	50	±9	50.0	±9.0	
E5 – E9	82	±4	29	1	70	±5	30.0	±5.0	
Officers	86	±4	9	1	90	±4	10.0	±4.0	
USMCR	90	±3	37	4	60	±6	40.0	±6.0	
White	91	±4	34	4	62	±8	38.0	±8.0	
Total Minority	88	±4	42	2	55	±7	45.0	±7.0	
Black	77	±10	33	1	66	±10	34.0	±10.0	
Hispanic	91	±5	47	2	51	±10	49.0	±10.0	
Other Race/Ethnicity	92	±4	38	4	57	±12	43.0	±12.0	
Enlisted	90	±3	39	4	57	±6	43.0	±6.0	
E1 – E4	94	±4	41	4	56	±8	44.0	±8.0	
E5 – E9	80	±4	36	4	60	±8	40.0	±8.0	
Officers	88	±3	12	0	88	±4	12.0	±4.0	
ANG	86	±2	23	0	77	±3	23.0	±3.0	
White	86	±2	22	0	77	±3	23.0	±3.0	
Total Minority	88	±2	25	1	74	±4	26.0	±4.0	
Black	86	±3	30	1	69	±5	31.0	±5.0	
Hispanic	90	±3	22	2	76	±6	24.0	±6.0	
Other Race/Ethnicity	87	±4	23	0	76	±7	24.0	±7.0	
Enlisted	86	±2	25	0	75	±3	25.0	±3.0	
E1 – E4	97	±2	38	0	61	±6	39.0	±6.0	
E5 – E9	83	±2	19	0	80	±3	20.0	±3.0	
Officers	83	±4	12	1	87	±6	13.0	±6.0	
USAFR	94	±2	22	2	76	±3	24.0	±3.0	
White	93	±3	17	1	82	±4	18.0	±4.0	
Total Minority	96	±2	33	3	65	±4	35.0	±4.0	
Black	97	±2	35	2	63	±5	37.0	±5.0	
Hispanic	96	±2	32	4	64	±7	36.0	±7.0	
Other Race/Ethnicity	95	±4	28	3	69	±6	31.0	±6.0	
Enlisted	95	±2	25	2	73	±3	27.0	±3.0	
E1 – E4	99	±2	41	3	56	±6	44.0	±6.0	
E5 – E9	94	±2	18	1	80	±4	20.0	±4.0	
Officers	88	±5	11	1	88	±5	12.0	±5.0	
USCGR	99	±1	29	2	69	±4	31.0	±4.0	
White	99	±1	27	2	72	±5	28.0	±5.0	
Total Minority	100	±0	37	1	62	±7	38.0	±7.0	
Black	100	±0	37	2	61	±17	39.0	±17.0	
Hispanic	100	±0	40	2	58	±9	42.0	±9.0	
Other Race/Ethnicity	100	±0	32	1	67	±14	33.0	±14.0	
Enlisted	99	±1	33	2	65	±5	35.0	±5.0	
E1 – E4	99	±2	47	3	50	±8	50.0	±8.0	
E5 – E9	100	±1	26	1	73	±6	27.0	±6.0	
Officers	99	±1	9	1	90	±5	10.0	±5.0	

Note. Percent responding are Reserve component members who answered the question and who were not identified as AGR/FTS/AR in the sample frame (June 2011).

37. How long have you been in your present military unit?

1. Less than 1 year

2. 1-2 years

3. 3-5 years

4. 6-9 years

5. 10-14 years

6. 15 years or more

	Percent Responding		Percentages						Max ME	Average Years in Present Unit		
			1	2	3	4	5	6				
TOTAL DOD	100	±1	17	29	28	11	7	7	±2	4.5	±0.2	
Enlisted	100	±1	17	28	29	11	7	7	±2	4.6	±0.2	
E1 – E4	100	±1	24	36	33	6	1	0	±4	2.3	±0.2	
E5 – E9	100	±1	12	22	26	16	12	12	±2	6.4	±0.2	
Officers	100	±1	17	35	25	9	8	6	±3	4.3	±0.3	
O1 – O3	100	±1	19	39	27	7	6	2	±5	3.1	±0.3	
O4 – O6	100	±1	17	34	22	11	9	9	±4	4.9	±0.4	
Male	100	±1	17	29	29	12	7	7	±2	4.7	±0.2	
Female	100	±1	21	32	27	9	7	5	±4	3.9	±0.3	
White	100	±1	16	29	28	11	7	7	±3	4.7	±0.2	
Total Minority	100	±1	20	30	28	10	7	5	±2	4.1	±0.2	
Black	100	±1	20	30	27	10	7	6	±3	4.2	±0.3	
Hispanic	100	±1	20	29	29	10	6	5	±4	4.1	±0.3	
AIAN	100	±0	18	33	21	12	10	5	±16	4.4	±1.0	
Asian	100	±1	18	33	30	10	5	4	±5	3.8	±0.3	
NHPI	100	±0	15	32	22	13	12	5	±16	4.6	±0.9	
Two or More Races	100	±0	20	28	33	13	4	2	±8	3.4	±0.5	
AGR/FTS/AR	100	±1	16	30	26	11	10	6	±3	4.7	±0.3	
Other Selected Reserve	100	±1	17	29	29	11	7	7	±2	4.5	±0.2	
Reserve Unit	100	±1	18	29	29	11	7	7	±2	4.5	±0.2	
Military Technician	100	±1	11	20	26	15	11	17	±4	7.5	±0.5	
IMA	100	±0	15	38	26	13	6	2	±3	3.6	±0.2	
Not Activated Past 12 Months	100	±1	17	30	27	11	7	7	±2	4.5	±0.2	
Activated Past 12 Months	100	±1	18	26	32	11	7	6	±4	4.5	±0.3	
Not Deployed Past 12 Months	100	±1	18	31	27	11	7	6	±2	4.5	±0.2	
Deployed Past 12 Months	100	±1	16	22	35	11	8	8	±5	4.9	±0.4	
ARNG	100	±1	20	28	31	10	6	4	±3	3.9	±0.3	
White	100	±1	19	29	32	10	6	5	±4	4.0	±0.3	
Total Minority	100	±0	24	26	30	10	6	4	±4	3.8	±0.3	
Black	100	±0	24	26	27	10	7	6	±5	4.2	±0.5	
Hispanic	100	±0	23	24	33	10	7	3	±7	3.7	±0.5	
Other Race/Ethnicity	100	±0	22	29	29	12	4	2	±9	3.4	±0.5	
Enlisted	100	±1	21	27	32	11	6	4	±4	3.9	±0.3	
E1 – E4	100	±0	28	31	33	6	2	0	±6	2.4	±0.3	
E5 – E9	100	±1	14	23	30	15	10	9	±4	5.5	±0.4	
Officers	100	±1	18	34	28	8	7	4	±6	3.9	±0.5	
USAR	100	±1	19	34	29	10	5	3	±4	3.3	±0.2	
White	100	±0	19	35	29	11	4	2	±6	3.3	±0.3	
Total Minority	100	±1	20	33	29	9	5	3	±3	3.4	±0.3	
Black	99	±1	20	33	28	8	7	3	±4	3.5	±0.4	
Hispanic	100	±1	20	34	29	10	5	3	±5	3.5	±0.4	
Other Race/Ethnicity	100	±1	20	33	31	11	4	2	±9	3.0	±0.4	
Enlisted	100	±1	19	34	29	10	5	3	±4	3.4	±0.3	
E1 – E4	100	±1	21	37	34	7	1	0	±6	2.4	±0.3	
E5 – E9	100	±1	17	30	24	14	9	6	±4	4.5	±0.4	
Officers	100	±1	20	38	27	9	4	1	±6	3.0	±0.4	

Note. Percent responding are Reserve component members who answered the question.















































37. Continued	Percent Responding		Percentages						Max ME	Average Years in Present Unit		
			1	2	3	4	5	6				
USNR	100	±1	21	40	23	10	4	2	±4	3.0	±0.3	
White	100	±1	21	39	22	12	4	2	±5	3.1	±0.4	
Total Minority	100	±1	21	40	25	8	4	2	±4	2.9	±0.3	
Black	100	±0	19	43	23	9	4	1	±5	2.8	±0.3	
Hispanic	100	±1	21	35	28	9	5	2	±6	3.2	±0.5	
Other Race/Ethnicity	100	±0	23	44	23	6	3	1	±7	2.5	±0.3	
Enlisted	100	±1	20	36	26	12	5	2	±4	3.3	±0.3	
E1 – E4	100	±1	27	47	22	2	1	0	±8	1.8	±0.4	
E5 – E9	100	±1	17	32	27	15	6	3	±5	3.8	±0.4	
Officers	100	±1	24	53	14	6	2	1	±6	2.2	±0.3	
USMCR	100	±0	18	45	26	7	2	1	±5	2.7	±0.2	
White	100	±0	17	44	29	6	3	1	±7	2.8	±0.3	
Total Minority	100	±0	19	47	22	8	2	1	±6	2.5	±0.3	
Black	100	±0	20	49	22	6	2	2	±10	2.4	±0.4	
Hispanic	100	±0	21	47	19	10	2	1	±9	2.5	±0.4	
Other Race/Ethnicity	100	±0	13	47	32	6	2	1	±13	2.6	±0.4	
Enlisted	100	±0	17	44	27	7	2	1	±6	2.8	±0.3	
E1 – E4	100	±0	19	50	29	3	0	0	±8	2.1	±0.3	
E5 – E9	100	±0	13	33	24	19	8	4	±7	4.3	±0.5	
Officers	100	±0	24	50	21	3	2	1	±5	2.0	±0.2	
ANG	100	±0	5	15	26	15	17	23	±3	9.3	±0.3	
White	100	±0	4	15	25	15	17	24	±3	9.6	±0.4	
Total Minority	100	±0	7	16	29	14	15	19	±4	8.2	±0.5	
Black	100	±0	9	18	25	12	16	20	±4	8.3	±0.6	
Hispanic	100	±0	7	16	29	14	13	22	±6	8.6	±0.9	
Other Race/Ethnicity	100	±0	5	15	33	15	16	15	±7	7.7	±0.8	
Enlisted	100	±0	5	15	27	15	16	23	±3	9.1	±0.4	
E1 – E4	100	±0	11	38	48	2	0	1	±6	2.6	±0.3	
E5 – E9	100	±0	3	7	20	19	21	30	±3	11.4	±0.5	
Officers	100	±0	5	14	19	15	20	26	±6	10.0	±0.9	
USAFR	100	±1	11	28	23	14	12	12	±3	6.2	±0.4	
White	100	±0	10	27	22	14	13	12	±4	6.4	±0.5	
Total Minority	100	±1	14	29	24	14	9	11	±3	5.7	±0.4	
Black	100	±1	15	25	23	16	9	12	±5	5.9	±0.5	
Hispanic	100	±0	11	33	25	10	8	13	±7	5.9	±1.0	
Other Race/Ethnicity	100	±0	15	29	23	16	11	5	±6	4.8	±0.5	
Enlisted	100	±1	11	27	22	15	11	13	±3	6.4	±0.4	
E1 – E4	100	±0	27	48	22	2	0	0	±6	1.6	±0.2	
E5 – E9	100	±1	4	19	23	20	16	18	±4	8.3	±0.5	
Officers	100	±0	12	30	24	12	14	8	±6	5.4	±0.8	
USCGR	100	±0	15	36	26	14	6	3	±4	4.0	±0.4	
White	100	±0	14	36	26	13	6	3	±5	4.0	±0.5	
Total Minority	100	±0	15	37	26	15	5	2	±7	3.9	±0.5	
Black	100	±0	13	34	19	26	4	4	±17	4.6	±1.5	
Hispanic	100	±0	12	38	26	15	7	2	±9	4.0	±0.7	
Other Race/Ethnicity	100	±0	20	35	30	10	3	2	±13	3.2	±0.7	
Enlisted	100	±0	14	36	24	16	7	3	±5	4.2	±0.4	
E1 – E4	100	±0	17	49	26	7	1	1	±8	2.5	±0.4	
E5 – E9	100	±0	12	29	23	20	10	5	±6	5.2	±0.6	
Officers	100	±0	19	35	36	7	2	1	±6	2.8	±0.4	

Note. Percent responding are Reserve component members who answered the question.




















































38. What is the gender and status of your immediate supervisor?1. Male military
4. Female civilian

2. Male civilian

3. Female military

	Percent Responding		Percentages				Max ME	Percentage Reporting Male		
			1	2	3	4				
TOTAL DOD	100	±1	80	7	11	2	±2	87.0	±1.0	
Enlisted	100	±1	80	7	11	1	±2	87.0	±2.0	
E1 – E4	100	±1	81	7	11	1	±3	87.0	±2.0	
E5 – E9	100	±1	80	7	11	1	±2	87.0	±2.0	
Officers	100	±1	79	7	12	2	±3	86.0	±2.0	
O1 – O3	100	±1	78	6	13	3	±5	84.0	±4.0	
O4 – O6	100	±1	78	8	12	2	±3	86.0	±3.0	
Male	100	±1	82	7	9	1	±2	89.0	±2.0	
Female	100	±1	70	6	20	3	±3	77.0	±3.0	
White	100	±1	82	7	10	1	±2	89.0	±2.0	
Total Minority	100	±1	76	8	14	2	±2	83.0	±2.0	
Black	100	±1	72	8	17	3	±3	80.0	±2.0	
Hispanic	100	±1	79	7	12	1	±3	86.0	±2.0	
AIAN	100	±1	87	5	6	2	±7	92.0	±5.0	
Asian	100	±1	75	7	16	3	±4	82.0	±3.0	
NHPI	100	±0	68	14	16	1	±12	83.0	±10.0	
Two or More Races	100	±1	78	8	11	3	±8	87.0	±5.0	
AGR/FTS/AR	100	±1	80	5	13	2	±3	85.0	±3.0	
Other Selected Reserve	100	±1	80	7	11	2	±2	87.0	±1.0	
Reserve Unit	100	±1	80	7	11	1	±2	87.0	±2.0	
Military Technician	100	±1	75	13	10	2	±3	88.0	±3.0	
IMA	100	±1	66	17	12	5	±3	83.0	±2.0	
Not Activated Past 12 Months	100	±1	80	7	12	2	±2	87.0	±2.0	
Activated Past 12 Months	100	±1	81	7	11	1	±3	88.0	±2.0	
Not Deployed Past 12 Months	100	±1	80	7	12	2	±2	87.0	±2.0	
Deployed Past 12 Months	100	±1	83	6	10	1	±3	89.0	±3.0	
ARNG	100	±1	86	5	8	1	±3	91.0	±2.0	
White	100	±0	87	5	7	1	±3	92.0	±3.0	
Total Minority	100	±1	83	7	9	1	±3	90.0	±2.0	
Black	100	±1	82	7	10	1	±4	89.0	±4.0	
Hispanic	100	±0	84	6	8	1	±4	91.0	±3.0	
Other Race/Ethnicity	100	±1	82	7	9	1	±9	89.0	±5.0	
Enlisted	100	±1	86	5	8	1	±3	91.0	±2.0	
E1 – E4	100	±1	85	6	8	1	±5	91.0	±4.0	
E5 – E9	100	±1	87	4	8	1	±2	91.0	±2.0	
Officers	100	±0	86	6	7	1	±5	92.0	±4.0	
USAR	100	±1	76	7	15	2	±3	82.0	±3.0	
White	100	±1	80	6	12	2	±5	86.0	±4.0	
Total Minority	100	±1	70	7	19	3	±3	78.0	±3.0	
Black	99	±1	65	8	23	4	±4	73.0	±4.0	
Hispanic	99	±1	75	6	17	2	±5	81.0	±4.0	
Other Race/Ethnicity	100	±1	75	8	13	4	±6	83.0	±5.0	
Enlisted	100	±1	77	6	15	2	±3	83.0	±3.0	
E1 – E4	100	±1	77	6	15	2	±5	83.0	±5.0	
E5 – E9	100	±1	76	6	15	2	±4	83.0	±3.0	
Officers	100	±1	71	8	17	4	±6	79.0	±6.0	

Note. Percent responding are Reserve component members who answered the question.

38. Continued	Percent Responding		Percentages				Max ME	Percentage Reporting Male		
			1	2	3	4				
USNR	100	±1	78	7	13	1	±3	85.0	±3.0	
White	99	±1	80	7	12	1	±5	87.0	±4.0	
Total Minority	100	±1	75	8	15	2	±3	83.0	±3.0	
Black	100	±1	72	8	18	2	±5	80.0	±5.0	
Hispanic	100	±1	78	7	13	2	±5	85.0	±5.0	
Other Race/Ethnicity	100	±1	74	7	15	3	±6	82.0	±6.0	
Enlisted	100	±1	77	8	14	2	±4	85.0	±3.0	
E1 – E4	100	±1	69	8	21	2	±8	77.0	±8.0	
E5 – E9	100	±1	80	8	11	2	±4	87.0	±4.0	
Officers	99	±2	81	6	12	1	±5	87.0	±5.0	
USMCR	100	±1	86	8	4	2	±4	94.0	±3.0	
White	100	±0	86	8	3	2	±6	95.0	±4.0	
Total Minority	100	±1	85	7	5	3	±6	92.0	±6.0	
Black	100	±0	85	4	7	4	±7	90.0	±6.0	
Hispanic	100	±1	84	8	5	3	±10	92.0	±10.0	
Other Race/Ethnicity	100	±0	89	7	2	2	±7	96.0	±5.0	
Enlisted	100	±1	86	8	4	2	±5	94.0	±4.0	
E1 – E4	100	±1	85	9	4	3	±6	94.0	±5.0	
E5 – E9	100	±0	88	5	5	1	±6	94.0	±5.0	
Officers	100	±0	87	9	3	2	±4	96.0	±2.0	
ANG	100	±1	76	10	13	1	±3	86.0	±2.0	
White	100	±1	77	10	12	1	±3	87.0	±3.0	
Total Minority	100	±1	73	9	16	2	±3	82.0	±3.0	
Black	100	±1	71	7	19	3	±4	78.0	±4.0	
Hispanic	100	±1	75	10	14	1	±6	85.0	±5.0	
Other Race/Ethnicity	100	±0	74	9	15	2	±6	83.0	±5.0	
Enlisted	100	±1	75	11	13	1	±3	85.0	±2.0	
E1 – E4	100	±1	79	6	15	0	±5	85.0	±5.0	
E5 – E9	100	±1	73	12	13	2	±3	86.0	±3.0	
Officers	100	±1	83	5	12	1	±5	88.0	±5.0	
USAFR	99	±1	68	12	17	3	±3	81.0	±3.0	
White	100	±1	71	13	14	3	±4	84.0	±4.0	
Total Minority	99	±1	64	11	22	3	±4	75.0	±3.0	
Black	100	±1	61	8	27	4	±5	69.0	±5.0	
Hispanic	99	±2	69	12	17	2	±6	81.0	±6.0	
Other Race/Ethnicity	100	±1	62	13	22	3	±7	76.0	±6.0	
Enlisted	99	±1	67	13	17	3	±3	80.0	±3.0	
E1 – E4	100	±1	69	11	18	2	±6	80.0	±5.0	
E5 – E9	99	±1	67	14	16	3	±4	81.0	±3.0	
Officers	100	±1	71	9	17	2	±6	81.0	±5.0	
USCGR	100	±1	80	5	14	1	±4	86.0	±3.0	
White	100	±1	81	6	13	1	±5	86.0	±4.0	
Total Minority	100	±0	80	3	16	1	±6	83.0	±6.0	
Black	100	±0	64	2	34	NR	±17	66.0	±17.0	
Hispanic	100	±0	83	3	13	0	±7	87.0	±7.0	
Other Race/Ethnicity	100	±0	82	5	12	2	±11	86.0	±11.0	
Enlisted	100	±1	82	5	13	0	±4	86.0	±4.0	
E1 – E4	100	±0	81	4	15	0	±7	85.0	±7.0	
E5 – E9	100	±1	82	5	13	0	±5	87.0	±5.0	
Officers	100	±0	74	8	15	3	±6	82.0	±5.0	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

39. What race/ethnicity is your immediate supervisor in your current military work group?

- | | | |
|---------------|--|-------------------------------------|
| 1. White | 2. Black | 3. American Indian or Alaska Native |
| 4. Asian | 5. Native Hawaiian or other Pacific Islander | 6. Spanish/Hispanic/Latino |
| 7. Don't know | 8. More than one race | |

	Percent Responding		Percentages								Max ME
			1	2	3	4	5	6	7	8	
TOTAL DOD	100	±1	74	13	0	2	1	9	4	3	±2
Enlisted	100	±1	72	14	0	2	1	10	4	3	±2
E1 – E4	100	±1	70	15	0	2	1	11	5	4	±3
E5 – E9	100	±1	75	13	0	3	1	9	3	2	±2
Officers	100	±1	83	8	0	2	0	4	3	1	±3
O1 – O3	100	±1	81	9	0	2	1	5	3	1	±4
O4 – O6	100	±1	86	7	0	2	0	3	3	1	±3
Male	100	±1	76	11	0	2	1	9	4	3	±2
Female	100	±1	67	19	0	2	1	10	4	3	±3
White	100	±1	83	8	0	2	0	6	3	2	±2
Total Minority	100	±1	58	22	1	4	2	15	5	5	±2
Black	100	±1	55	34	0	2	0	8	4	2	±3
Hispanic	100	±1	59	13	0	2	1	27	5	7	±3
AIAN	99	±1	63	17	2	2	0	6	13	2	±17
Asian	100	±1	59	11	0	13	3	12	6	5	±4
NHPI	100	±0	36	5	0	12	41	4	5	2	±14
Two or More Races	100	±1	68	19	2	8	3	10	8	9	±7
AGR/FTS/AR	100	±1	77	12	0	3	1	7	2	2	±3
Other Selected Reserve	100	±1	74	13	0	2	1	9	4	3	±2
Reserve Unit	100	±1	74	13	0	2	1	9	4	3	±2
Military Technician	100	±1	80	9	1	3	1	6	3	2	±3
IMA	99	±1	81	7	0	1	0	5	7	1	±2
Not Activated Past 12 Months	100	±1	74	13	0	2	1	9	4	3	±2
Activated Past 12 Months	100	±1	74	12	0	2	1	9	5	3	±3
Not Deployed Past 12 Months	100	±1	74	13	0	2	1	9	4	3	±2
Deployed Past 12 Months	100	±1	77	11	0	2	1	9	3	2	±4
ARNG	100	±1	78	11	0	2	1	8	4	3	±3
White	100	±1	86	7	0	1	0	4	3	2	±3
Total Minority	100	±1	59	20	1	3	2	18	6	6	±4
Black	100	±1	56	33	1	2	1	7	5	3	±5
Hispanic	100	±0	61	10	0	2	1	31	5	8	±6
Other Race/Ethnicity	100	±1	63	13	2	8	8	11	8	7	±9
Enlisted	100	±1	77	12	0	2	1	9	4	3	±3
E1 – E4	100	±0	76	11	0	1	1	11	4	4	±5
E5 – E9	100	±1	78	12	1	2	1	7	3	2	±3
Officers	100	±1	84	6	0	3	1	5	3	2	±5
USAR	100	±1	61	22	0	2	1	12	4	3	±3
White	100	±1	72	15	0	2	0	9	4	2	±5
Total Minority	100	±1	48	31	1	3	2	16	5	4	±3
Black	100	±1	46	42	0	1	0	8	4	2	±5
Hispanic	100	±1	46	21	1	2	1	31	6	6	±5
Other Race/Ethnicity	100	±1	55	21	0	7	7	8	6	4	±9
Enlisted	100	±1	58	23	0	2	1	14	4	3	±4
E1 – E4	100	±1	57	25	0	2	1	14	5	4	±6
E5 – E9	100	±1	60	21	1	3	1	14	4	3	±4
Officers	99	±2	76	15	0	2	0	5	3	1	±6

Note. Percent responding are Reserve component members who answered the question. Respondents who selected "Don't know" and one of the race categories are included in the calculation of "More than one race."

39. Continued	Percent Responding		Percentages								Max ME
			1	2	3	4	5	6	7	8	
USNR	99	±1	76	10	0	4	1	8	4	2	±3
White	99	±1	83	7	0	2	0	5	4	1	±5
Total Minority	100	±1	67	15	0	6	1	13	4	4	±4
Black	99	±1	62	24	0	3	0	10	4	3	±5
Hispanic	100	±1	70	10	0	5	1	17	3	4	±6
Other Race/Ethnicity	100	±1	70	12	1	12	4	11	8	7	±9
Enlisted	99	±1	74	12	0	4	1	10	4	3	±4
E1 – E4	100	±1	69	17	0	3	0	9	6	3	±7
E5 – E9	99	±1	75	11	0	5	1	10	3	3	±4
Officers	99	±2	86	3	0	3	0	3	4	1	±5
USMCR	99	±1	72	10	0	2	0	13	6	4	±5
White	99	±2	75	9	0	2	0	10	6	3	±7
Total Minority	100	±1	65	13	0	3	0	18	7	5	±6
Black	100	±1	66	18	0	1	0	14	5	3	±13
Hispanic	100	±1	66	13	0	2	0	18	6	5	±9
Other Race/Ethnicity	100	±0	61	8	1	7	2	20	11	7	±17
Enlisted	99	±1	70	11	0	2	0	14	6	4	±5
E1 – E4	100	±1	68	11	0	2	0	14	8	3	±7
E5 – E9	98	±4	74	12	1	2	0	14	3	5	±5
Officers	99	±1	90	3	0	2	0	4	4	2	±3
ANG	100	±1	85	5	0	3	1	5	3	2	±2
White	100	±1	90	4	0	1	0	3	2	1	±2
Total Minority	100	±1	68	10	1	7	3	11	5	4	±3
Black	100	±1	75	18	0	1	0	4	2	0	±4
Hispanic	100	±0	71	5	0	4	1	23	5	7	±6
Other Race/Ethnicity	100	±1	58	6	1	19	8	6	8	5	±6
Enlisted	99	±1	84	6	0	3	1	5	3	2	±2
E1 – E4	100	±1	84	5	0	3	1	5	5	2	±4
E5 – E9	99	±1	84	6	0	3	1	5	3	2	±2
Officers	100	±0	90	3	0	2	1	4	1	1	±4
USAFR	99	±1	74	12	0	2	1	7	5	2	±3
White	99	±1	81	8	0	1	1	6	5	2	±4
Total Minority	99	±1	63	21	0	4	1	10	5	3	±4
Black	99	±1	61	30	0	1	0	6	3	2	±5
Hispanic	99	±3	64	15	0	3	0	16	6	4	±7
Other Race/Ethnicity	100	±1	63	12	1	10	4	10	7	5	±6
Enlisted	99	±1	71	15	0	2	2	9	5	2	±3
E1 – E4	99	±1	63	19	0	1	1	11	7	3	±6
E5 – E9	99	±1	74	13	0	2	2	8	4	2	±4
Officers	100	±1	88	4	0	2	0	2	6	2	±5
USCGR	99	±1	86	4	0	1	1	7	4	3	±3
White	99	±1	90	3	0	0	1	6	3	2	±4
Total Minority	100	±1	77	7	0	3	1	11	7	4	±6
Black	100	±0	79	8	NR	2	NR	11	2	2	±15
Hispanic	100	±1	77	5	0	1	0	12	9	4	±9
Other Race/Ethnicity	100	±0	77	8	0	8	2	10	5	6	±11
Enlisted	99	±2	86	4	0	1	0	8	4	3	±4
E1 – E4	99	±2	85	3	0	1	0	9	4	2	±7
E5 – E9	99	±2	87	5	1	1	1	8	3	3	±5
Officers	99	±2	88	5	0	1	1	3	5	2	±5

Note. Percent responding are Reserve component members who answered the question. Respondents who selected "Don't know" and one of the race categories are included in the calculation of "More than one race."

NR: Not reportable

40. How much do you agree or disagree with the following statements about your immediate supervisor at your military job?

a. You trust your supervisor.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	3	5	13	36	43	±2	4.1	±0.1	
Enlisted	100	±1	3	5	13	36	42	±2	4.1	±0.1	
E1 – E4	100	±1	3	4	13	34	46	±4	4.2	±0.1	
E5 – E9	99	±1	4	6	14	38	39	±2	4.0	±0.1	
Officers	99	±1	3	4	10	36	47	±3	4.2	±0.1	
O1 – O3	100	±1	2	3	10	38	45	±5	4.2	±0.1	
O4 – O6	99	±2	3	4	9	33	51	±4	4.2	±0.1	
Male	100	±1	3	4	12	37	44	±2	4.1	±0.1	
Female	99	±1	5	8	16	32	39	±4	3.9	±0.1	
White	100	±1	3	5	12	35	45	±3	4.2	±0.1	
Total Minority	99	±1	4	5	14	38	39	±2	4.0	±0.1	
Black	99	±1	4	5	15	38	37	±3	4.0	±0.1	
Hispanic	100	±1	4	5	13	36	42	±3	4.1	±0.1	
AIAN	99	±1	NR	7	15	29	41	±14	3.9	±0.5	
Asian	99	±1	3	4	13	41	38	±5	4.1	±0.1	
NHPI	100	±1	2	7	15	36	41	±14	4.1	±0.3	
Two or More Races	100	±1	6	8	9	42	35	±9	3.9	±0.2	
AGR/FTS/AR	99	±1	4	7	14	35	39	±4	4.0	±0.1	
Other Selected Reserve	100	±1	3	5	13	36	43	±2	4.1	±0.1	
Reserve Unit	100	±1	3	5	13	36	43	±2	4.1	±0.1	
Military Technician	100	±1	4	7	14	36	39	±4	4.0	±0.1	
IMA	99	±1	2	3	10	31	54	±3	4.3	±0.1	
Not Activated Past 12 Months	100	±1	3	5	12	36	45	±2	4.1	±0.1	
Activated Past 12 Months	100	±1	4	6	15	37	38	±4	4.0	±0.1	
Not Deployed Past 12 Months	100	±1	3	5	12	35	45	±2	4.1	±0.1	
Deployed Past 12 Months	100	±1	4	7	16	40	34	±5	3.9	±0.1	
ARNG	100	±1	3	5	13	36	43	±3	4.1	±0.1	
White	100	±1	3	5	13	35	45	±4	4.1	±0.1	
Total Minority	100	±1	4	5	13	39	39	±4	4.0	±0.1	
Black	100	±1	4	5	16	40	36	±5	4.0	±0.1	
Hispanic	100	±1	4	4	12	37	43	±7	4.1	±0.2	
Other Race/Ethnicity	100	±1	5	7	11	40	36	±9	4.0	±0.2	
Enlisted	100	±1	3	5	14	36	42	±4	4.1	±0.1	
E1 – E4	100	±1	3	3	14	32	47	±6	4.2	±0.2	
E5 – E9	99	±1	3	6	13	39	37	±4	4.0	±0.1	
Officers	99	±2	3	4	9	35	48	±6	4.2	±0.2	
USAR	100	±1	4	5	13	37	40	±4	4.0	±0.1	
White	100	±1	4	5	12	37	43	±6	4.1	±0.2	
Total Minority	99	±1	5	6	15	38	37	±3	4.0	±0.1	
Black	99	±1	4	6	15	38	38	±5	4.0	±0.1	
Hispanic	100	±1	5	6	15	36	38	±5	4.0	±0.2	
Other Race/Ethnicity	100	±1	7	7	13	39	33	±9	3.8	±0.3	
Enlisted	100	±1	4	5	14	37	40	±4	4.0	±0.1	
E1 – E4	100	±1	4	5	13	37	42	±6	4.1	±0.2	
E5 – E9	100	±1	5	5	15	38	38	±4	4.0	±0.1	
Officers	99	±1	4	6	11	38	41	±6	4.1	±0.2	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

40a. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
USNR	100	±1	2	4	12	38	44	±4	4.2	±0.1	
White	100	±1	1	3	10	36	49	±5	4.3	±0.1	
Total Minority	99	±1	3	5	14	42	36	±4	4.0	±0.1	
Black	99	±2	2	6	18	42	32	±5	4.0	±0.1	
Hispanic	100	±1	4	4	12	42	38	±6	4.1	±0.2	
Other Race/Ethnicity	99	±2	2	3	11	43	40	±7	4.1	±0.1	
Enlisted	99	±1	2	4	13	39	42	±4	4.2	±0.1	
E1 – E4	99	±1	1	4	12	33	50	±8	4.3	±0.2	
E5 – E9	99	±1	2	4	13	41	40	±5	4.1	±0.1	
Officers	100	±1	1	2	9	37	50	±6	4.3	±0.1	
USMCR	100	±1	2	5	11	36	46	±5	4.2	±0.1	
White	100	±1	2	6	10	37	46	±7	4.2	±0.2	
Total Minority	100	±1	3	4	13	34	46	±6	4.2	±0.2	
Black	99	±2	1	5	12	42	40	±13	4.1	±0.2	
Hispanic	100	±1	4	4	12	31	49	±9	4.2	±0.2	
Other Race/Ethnicity	100	±0	4	2	13	35	46	±16	4.2	±0.3	
Enlisted	100	±1	2	5	11	36	45	±6	4.2	±0.2	
E1 – E4	100	±1	3	5	10	37	45	±8	4.2	±0.2	
E5 – E9	100	±1	2	7	13	34	43	±7	4.1	±0.2	
Officers	100	±0	1	3	7	32	57	±5	4.4	±0.1	
ANG	100	±1	3	6	12	35	44	±3	4.1	±0.1	
White	100	±1	3	6	12	35	45	±3	4.1	±0.1	
Total Minority	100	±1	4	6	13	34	42	±4	4.0	±0.1	
Black	99	±1	4	8	14	30	44	±5	4.0	±0.2	
Hispanic	100	±1	6	6	14	33	42	±6	4.0	±0.2	
Other Race/Ethnicity	100	±1	2	6	11	41	40	±7	4.1	±0.2	
Enlisted	100	±1	3	6	12	35	43	±3	4.1	±0.1	
E1 – E4	99	±1	1	4	9	30	56	±6	4.4	±0.1	
E5 – E9	100	±1	4	7	13	37	39	±3	4.0	±0.1	
Officers	100	±1	3	4	10	32	50	±6	4.2	±0.2	
USAFR	99	±1	4	3	11	34	48	±3	4.2	±0.1	
White	99	±1	3	3	11	33	50	±4	4.2	±0.1	
Total Minority	99	±2	4	4	12	36	43	±4	4.1	±0.1	
Black	99	±1	6	6	13	35	40	±5	4.0	±0.2	
Hispanic	98	±3	3	2	11	39	45	±7	4.2	±0.1	
Other Race/Ethnicity	98	±4	4	2	12	33	49	±6	4.2	±0.2	
Enlisted	99	±1	4	4	12	33	48	±4	4.2	±0.1	
E1 – E4	100	±1	3	2	8	35	52	±6	4.3	±0.1	
E5 – E9	99	±1	4	5	13	32	46	±4	4.1	±0.1	
Officers	99	±1	4	2	9	35	50	±6	4.3	±0.2	
USCGR	99	±1	2	2	9	36	51	±5	4.3	±0.1	
White	99	±1	1	2	9	35	54	±5	4.4	±0.1	
Total Minority	100	±1	2	3	12	38	44	±7	4.2	±0.2	
Black	100	±0	6	4	8	39	44	±16	4.1	±0.4	
Hispanic	100	±1	1	3	12	37	48	±9	4.3	±0.2	
Other Race/Ethnicity	99	±2	4	3	15	41	38	±18	4.1	±0.3	
Enlisted	100	±1	2	2	10	36	50	±5	4.3	±0.1	
E1 – E4	99	±2	1	2	8	39	51	±8	4.4	±0.2	
E5 – E9	100	±1	2	2	11	35	50	±6	4.3	±0.2	
Officers	99	±1	2	2	8	35	54	±6	4.4	±0.1	

Note. Percent responding are Reserve component members who answered the question.

40. How much do you agree or disagree with the following statements about your immediate supervisor at your military job?

b. Your supervisor ensures that all assigned personnel are treated fairly.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	4	5	13	35	42	±2	4.1	±0.1	
Enlisted	99	±1	4	6	14	35	42	±2	4.1	±0.1	
E1 – E4	99	±1	4	4	14	33	45	±4	4.1	±0.1	
E5 – E9	99	±1	4	7	14	37	39	±2	4.0	±0.1	
Officers	100	±1	3	4	10	35	47	±3	4.2	±0.1	
O1 – O3	100	±1	3	3	10	38	46	±5	4.2	±0.1	
O4 – O6	100	±1	4	5	10	31	51	±4	4.2	±0.1	
Male	99	±1	3	5	13	36	43	±2	4.1	±0.1	
Female	99	±1	5	8	16	31	39	±4	3.9	±0.1	
White	99	±1	3	5	13	35	44	±3	4.1	±0.1	
Total Minority	99	±1	5	6	14	36	40	±2	4.0	±0.1	
Black	99	±1	5	5	14	38	38	±3	4.0	±0.1	
Hispanic	99	±1	5	5	15	34	41	±3	4.0	±0.1	
AIAN	99	±1	9	6	12	31	42	±23	3.9	±0.5	
Asian	99	±1	3	5	14	39	39	±5	4.1	±0.1	
NHPI	100	±1	2	8	15	33	41	±14	4.0	±0.3	
Two or More Races	100	±1	5	9	13	36	37	±9	3.9	±0.2	
AGR/FTS/AR	100	±1	5	7	15	36	38	±4	3.9	±0.1	
Other Selected Reserve	99	±1	4	5	13	35	43	±2	4.1	±0.1	
Reserve Unit	99	±1	4	5	13	35	43	±2	4.1	±0.1	
Military Technician	100	±1	4	8	15	34	40	±4	4.0	±0.1	
IMA	99	±1	3	2	11	30	54	±3	4.3	±0.1	
Not Activated Past 12 Months	99	±1	4	5	12	35	44	±2	4.1	±0.1	
Activated Past 12 Months	100	±1	3	7	16	36	38	±4	4.0	±0.1	
Not Deployed Past 12 Months	99	±1	4	5	13	35	44	±2	4.1	±0.1	
Deployed Past 12 Months	100	±1	4	8	17	37	33	±5	3.9	±0.1	
ARNG	99	±1	4	5	13	35	43	±3	4.1	±0.1	
White	99	±1	4	5	12	34	45	±4	4.1	±0.1	
Total Minority	99	±1	5	5	16	35	39	±4	4.0	±0.1	
Black	99	±1	5	3	16	39	36	±5	4.0	±0.2	
Hispanic	99	±1	6	4	17	31	42	±7	4.0	±0.2	
Other Race/Ethnicity	99	±1	4	9	15	34	38	±9	3.9	±0.2	
Enlisted	99	±1	5	5	14	35	42	±4	4.0	±0.1	
E1 – E4	99	±2	5	3	15	30	47	±6	4.1	±0.2	
E5 – E9	99	±1	4	7	12	39	38	±4	4.0	±0.1	
Officers	100	±1	3	4	11	35	47	±6	4.2	±0.2	
USAR	99	±1	4	6	14	37	39	±4	4.0	±0.1	
White	100	±1	3	5	15	37	39	±6	4.0	±0.2	
Total Minority	99	±1	5	7	13	37	37	±3	4.0	±0.1	
Black	99	±1	4	7	12	38	38	±5	4.0	±0.1	
Hispanic	99	±1	4	7	15	35	38	±5	4.0	±0.2	
Other Race/Ethnicity	99	±1	6	8	13	39	35	±9	3.9	±0.3	
Enlisted	99	±1	4	7	15	37	38	±4	4.0	±0.1	
E1 – E4	100	±1	3	7	15	37	38	±6	4.0	±0.2	
E5 – E9	99	±1	4	6	15	37	38	±4	4.0	±0.1	
Officers	100	±1	4	5	12	37	41	±6	4.1	±0.2	

Note. Percent responding are Reserve component members who answered the question.

40b. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
USNR	99	±1	2	4	12	38	45	±4	4.2	±0.1	
White	100	±1	2	3	11	36	49	±5	4.3	±0.1	
Total Minority	99	±1	2	4	14	41	39	±4	4.1	±0.1	
Black	98	±2	2	4	17	40	37	±5	4.1	±0.1	
Hispanic	99	±1	2	5	12	41	40	±6	4.1	±0.2	
Other Race/Ethnicity	100	±1	2	4	12	40	42	±7	4.2	±0.1	
Enlisted	99	±1	2	4	13	39	42	±4	4.2	±0.1	
E1 – E4	100	±1	1	3	13	35	48	±8	4.3	±0.2	
E5 – E9	99	±1	2	5	12	41	40	±5	4.1	±0.1	
Officers	100	±1	2	2	10	33	54	±6	4.4	±0.1	
USMCR	99	±1	3	4	12	37	45	±5	4.2	±0.1	
White	99	±2	2	4	12	37	45	±7	4.2	±0.2	
Total Minority	99	±1	3	4	11	37	45	±7	4.2	±0.2	
Black	98	±3	1	5	10	41	43	±15	4.2	±0.2	
Hispanic	99	±1	3	3	11	36	46	±10	4.2	±0.2	
Other Race/Ethnicity	99	±1	4	4	14	33	45	±15	4.1	±0.3	
Enlisted	99	±1	3	4	12	38	43	±6	4.2	±0.2	
E1 – E4	100	±1	3	4	12	38	43	±8	4.2	±0.2	
E5 – E9	98	±4	3	4	13	36	44	±7	4.1	±0.1	
Officers	99	±1	1	1	8	32	57	±5	4.4	±0.1	
ANG	100	±1	3	6	14	34	42	±3	4.1	±0.1	
White	100	±1	3	6	14	34	43	±3	4.1	±0.1	
Total Minority	99	±1	4	7	14	35	41	±4	4.0	±0.1	
Black	99	±1	5	7	16	31	42	±5	4.0	±0.2	
Hispanic	100	±1	5	6	12	36	40	±7	4.0	±0.2	
Other Race/Ethnicity	99	±1	3	7	13	38	40	±7	4.0	±0.2	
Enlisted	100	±1	3	7	14	35	41	±3	4.0	±0.1	
E1 – E4	100	±1	1	4	13	30	52	±6	4.3	±0.2	
E5 – E9	100	±1	4	8	15	36	37	±3	4.0	±0.1	
Officers	99	±1	4	5	9	33	49	±6	4.2	±0.2	
USAFR	99	±1	3	5	11	32	48	±3	4.2	±0.1	
White	99	±1	3	6	10	32	50	±4	4.2	±0.1	
Total Minority	99	±1	4	5	14	32	46	±4	4.1	±0.1	
Black	99	±1	5	5	15	32	43	±5	4.0	±0.1	
Hispanic	99	±1	2	4	12	34	48	±7	4.2	±0.2	
Other Race/Ethnicity	100	±1	4	4	14	31	48	±6	4.1	±0.2	
Enlisted	99	±1	3	6	12	32	47	±4	4.1	±0.1	
E1 – E4	100	±1	2	2	10	33	53	±6	4.3	±0.1	
E5 – E9	99	±1	4	7	14	31	45	±4	4.1	±0.1	
Officers	99	±1	3	4	8	33	53	±6	4.3	±0.2	
USCGR	99	±1	2	4	10	34	50	±5	4.3	±0.1	
White	99	±1	1	3	9	33	53	±5	4.3	±0.1	
Total Minority	100	±1	3	6	12	36	44	±7	4.1	±0.2	
Black	100	±0	6	10	13	34	38	±20	3.9	±0.4	
Hispanic	100	±1	1	6	9	35	49	±9	4.3	±0.2	
Other Race/Ethnicity	100	±0	4	5	15	36	39	±15	4.0	±0.4	
Enlisted	99	±1	1	5	10	34	50	±5	4.3	±0.1	
E1 – E4	99	±2	1	5	12	33	48	±8	4.2	±0.2	
E5 – E9	100	±1	2	4	9	35	50	±6	4.3	±0.2	
Officers	100	±1	2	1	9	33	55	±6	4.4	±0.1	

Note. Percent responding are Reserve component members who answered the question.

40. How much do you agree or disagree with the following statements about your immediate supervisor at your military job?

c. There is very little conflict between your supervisor and the people who report to him/her.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	3	6	16	36	39	±2	4.0	±0.1	
Enlisted	100	±1	3	7	16	36	38	±2	4.0	±0.1	
E1 – E4	100	±1	3	5	17	34	42	±4	4.1	±0.1	
E5 – E9	99	±1	3	8	16	38	35	±2	3.9	±0.1	
Officers	99	±1	3	6	13	37	41	±3	4.1	±0.1	
O1 – O3	99	±1	3	5	13	39	40	±5	4.1	±0.1	
O4 – O6	99	±1	4	5	13	34	44	±4	4.1	±0.1	
Male	100	±1	3	6	15	37	39	±2	4.0	±0.1	
Female	99	±1	5	9	18	31	36	±4	3.8	±0.1	
White	100	±1	3	7	15	36	40	±3	4.0	±0.1	
Total Minority	99	±1	4	6	17	37	36	±2	3.9	±0.1	
Black	99	±1	4	6	17	38	36	±3	4.0	±0.1	
Hispanic	100	±1	4	6	18	35	37	±3	3.9	±0.1	
AIAN	100	±1	NR	6	15	37	33	±14	3.8	±0.5	
Asian	99	±1	3	7	17	38	34	±5	3.9	±0.1	
NHPI	100	±1	8	5	17	37	33	±15	3.8	±0.4	
Two or More Races	100	±1	7	7	13	37	35	±8	3.9	±0.3	
AGR/FTS/AR	99	±1	4	9	17	37	33	±4	3.9	±0.1	
Other Selected Reserve	100	±1	3	6	16	36	39	±2	4.0	±0.1	
Reserve Unit	100	±1	3	6	16	36	39	±2	4.0	±0.1	
Military Technician	100	±1	5	9	16	37	34	±4	3.9	±0.1	
IMA	99	±1	2	3	15	31	48	±3	4.2	±0.1	
Not Activated Past 12 Months	100	±1	3	6	15	36	40	±2	4.0	±0.1	
Activated Past 12 Months	100	±1	4	8	18	37	34	±4	3.9	±0.1	
Not Deployed Past 12 Months	100	±1	3	6	15	36	40	±2	4.0	±0.1	
Deployed Past 12 Months	99	±1	4	9	19	39	28	±5	3.8	±0.1	
ARNG	100	±1	3	6	16	36	38	±3	4.0	±0.1	
White	100	±1	2	7	16	37	39	±4	4.0	±0.1	
Total Minority	100	±1	5	5	18	36	35	±4	3.9	±0.1	
Black	100	±1	4	6	17	39	34	±5	3.9	±0.1	
Hispanic	99	±1	5	5	21	32	38	±7	3.9	±0.2	
Other Race/Ethnicity	100	±1	8	6	14	38	33	±9	3.8	±0.3	
Enlisted	100	±1	3	6	17	36	37	±4	4.0	±0.1	
E1 – E4	100	±1	3	4	19	33	41	±6	4.0	±0.2	
E5 – E9	99	±1	3	8	16	39	34	±4	3.9	±0.1	
Officers	99	±2	2	7	11	37	42	±6	4.1	±0.2	
USAR	99	±1	4	6	17	36	36	±4	3.9	±0.1	
White	100	±1	3	6	17	35	39	±6	4.0	±0.2	
Total Minority	99	±1	5	7	18	38	33	±3	3.9	±0.1	
Black	98	±2	4	6	18	37	35	±5	3.9	±0.1	
Hispanic	100	±1	5	9	18	36	33	±5	3.8	±0.2	
Other Race/Ethnicity	99	±1	7	7	18	41	28	±9	3.8	±0.3	
Enlisted	100	±1	4	6	18	36	36	±4	3.9	±0.1	
E1 – E4	100	±1	4	5	17	36	39	±6	4.0	±0.2	
E5 – E9	100	±1	4	7	19	36	33	±4	3.9	±0.1	
Officers	99	±2	3	7	16	39	35	±6	4.0	±0.2	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

40c. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
USNR	99	±1	2	7	13	37	42	±4	4.1	±0.1	
White	99	±1	1	7	10	36	45	±6	4.2	±0.1	
Total Minority	99	±1	2	6	17	39	36	±4	4.0	±0.1	
Black	99	±1	2	6	20	39	33	±5	4.0	±0.1	
Hispanic	100	±1	2	5	17	40	36	±7	4.0	±0.1	
Other Race/Ethnicity	99	±1	2	6	13	37	42	±7	4.1	±0.2	
Enlisted	99	±1	2	8	13	38	40	±4	4.1	±0.1	
E1 – E4	99	±1	1	8	14	30	47	±8	4.1	±0.2	
E5 – E9	99	±1	2	8	12	41	38	±5	4.0	±0.1	
Officers	100	±1	2	3	13	34	48	±6	4.2	±0.1	
USMCR	99	±1	4	4	14	36	43	±5	4.1	±0.1	
White	99	±2	4	3	13	36	44	±7	4.1	±0.2	
Total Minority	100	±1	3	5	16	36	41	±6	4.1	±0.2	
Black	100	±0	1	5	10	45	39	±14	4.2	±0.2	
Hispanic	99	±1	4	2	18	36	41	±9	4.1	±0.2	
Other Race/Ethnicity	100	±0	3	12	19	24	42	±17	3.9	±0.4	
Enlisted	99	±1	4	4	14	37	42	±6	4.1	±0.2	
E1 – E4	99	±2	3	3	14	37	43	±8	4.1	±0.2	
E5 – E9	100	±1	5	6	14	36	39	±7	4.0	±0.2	
Officers	99	±2	2	3	13	30	51	±5	4.3	±0.1	
ANG	100	±1	4	8	15	36	37	±3	4.0	±0.1	
White	100	±1	3	8	14	37	37	±3	4.0	±0.1	
Total Minority	100	±1	4	8	15	35	38	±4	3.9	±0.1	
Black	99	±1	3	7	16	32	41	±5	4.0	±0.1	
Hispanic	100	±0	6	8	16	33	37	±7	3.9	±0.2	
Other Race/Ethnicity	100	±1	3	7	15	40	35	±7	4.0	±0.2	
Enlisted	100	±1	3	8	15	37	37	±3	4.0	±0.1	
E1 – E4	100	±1	2	5	13	31	49	±6	4.2	±0.2	
E5 – E9	100	±1	4	10	15	39	33	±3	3.9	±0.1	
Officers	100	±1	6	5	14	35	40	±6	4.0	±0.2	
USAFR	99	±1	3	7	12	33	46	±3	4.1	±0.1	
White	99	±1	2	7	11	33	47	±4	4.1	±0.1	
Total Minority	99	±1	3	6	14	33	43	±4	4.1	±0.1	
Black	99	±1	5	6	15	32	41	±5	4.0	±0.2	
Hispanic	99	±2	2	6	10	38	44	±7	4.2	±0.2	
Other Race/Ethnicity	100	±0	3	6	17	28	45	±7	4.1	±0.2	
Enlisted	99	±1	3	8	12	33	45	±4	4.1	±0.1	
E1 – E4	99	±1	2	4	9	34	50	±6	4.3	±0.2	
E5 – E9	99	±1	3	9	13	32	43	±4	4.0	±0.1	
Officers	100	±1	3	4	12	34	47	±6	4.2	±0.2	
USCGR	100	±1	2	4	10	37	47	±5	4.2	±0.1	
White	100	±1	2	3	9	37	48	±5	4.3	±0.1	
Total Minority	100	±0	3	6	14	35	42	±7	4.1	±0.2	
Black	100	±0	NR	8	20	43	30	±16	4.0	±0.3	
Hispanic	100	±0	2	6	12	33	48	±9	4.2	±0.2	
Other Race/Ethnicity	100	±0	6	6	15	34	40	±13	4.0	±0.4	
Enlisted	100	±0	3	4	10	37	46	±5	4.2	±0.1	
E1 – E4	100	±0	1	5	9	37	48	±8	4.3	±0.2	
E5 – E9	100	±0	3	4	11	36	45	±6	4.2	±0.2	
Officers	100	±1	1	2	11	36	49	±6	4.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

40. How much do you agree or disagree with the following statements about your immediate supervisor at your military job?

d. Your supervisor evaluates your work performance fairly.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	3	4	15	36	41	±2	4.1	±0.1	
Enlisted	100	±1	3	5	16	36	40	±2	4.1	±0.1	
E1 – E4	100	±1	3	5	16	34	43	±4	4.1	±0.1	
E5 – E9	99	±1	3	5	16	38	38	±2	4.0	±0.1	
Officers	100	±1	2	4	13	34	46	±3	4.2	±0.1	
O1 – O3	100	±1	2	4	13	37	44	±5	4.2	±0.1	
O4 – O6	100	±1	2	4	13	31	49	±4	4.2	±0.1	
Male	100	±1	3	4	15	37	42	±2	4.1	±0.1	
Female	100	±1	4	7	19	32	38	±4	3.9	±0.1	
White	100	±1	3	5	15	35	43	±3	4.1	±0.1	
Total Minority	99	±1	4	4	17	37	38	±2	4.0	±0.1	
Black	99	±1	3	4	18	38	37	±3	4.0	±0.1	
Hispanic	100	±1	4	4	17	35	39	±3	4.0	±0.1	
AIAN	100	±0	9	3	15	38	34	±22	3.9	±0.5	
Asian	100	±1	3	4	18	38	37	±5	4.0	±0.1	
NHPI	97	±5	2	8	15	33	42	±14	4.1	±0.3	
Two or More Races	100	±1	6	9	11	40	35	±10	3.9	±0.2	
AGR/FTS/AR	100	±1	3	6	18	35	37	±4	4.0	±0.1	
Other Selected Reserve	100	±1	3	4	15	36	42	±2	4.1	±0.1	
Reserve Unit	100	±1	3	4	15	36	41	±2	4.1	±0.1	
Military Technician	100	±1	3	6	15	36	40	±4	4.0	±0.1	
IMA	99	±1	2	2	15	30	51	±3	4.3	±0.1	
Not Activated Past 12 Months	99	±1	3	4	14	36	43	±2	4.1	±0.1	
Activated Past 12 Months	100	±1	3	5	19	36	36	±3	4.0	±0.1	
Not Deployed Past 12 Months	100	±1	3	4	15	36	43	±2	4.1	±0.1	
Deployed Past 12 Months	100	±1	4	7	21	37	32	±5	3.9	±0.1	
ARNG	99	±1	3	5	15	35	41	±3	4.1	±0.1	
White	99	±1	3	5	14	35	43	±4	4.1	±0.1	
Total Minority	100	±1	5	4	17	36	38	±4	4.0	±0.1	
Black	99	±1	4	3	18	38	37	±5	4.0	±0.1	
Hispanic	100	±1	5	3	17	35	40	±7	4.0	±0.2	
Other Race/Ethnicity	99	±2	5	7	16	36	35	±9	3.9	±0.2	
Enlisted	99	±1	4	5	16	35	40	±4	4.0	±0.1	
E1 – E4	100	±1	3	5	16	33	42	±6	4.1	±0.2	
E5 – E9	99	±1	4	5	15	38	38	±4	4.0	±0.1	
Officers	100	±1	2	4	11	35	48	±6	4.2	±0.1	
USAR	100	±1	3	5	18	36	38	±4	4.0	±0.1	
White	100	±1	3	5	18	35	39	±6	4.0	±0.2	
Total Minority	99	±1	4	5	18	37	35	±3	3.9	±0.1	
Black	99	±1	3	4	18	39	36	±5	4.0	±0.1	
Hispanic	100	±1	4	6	20	33	37	±6	3.9	±0.2	
Other Race/Ethnicity	100	±1	6	6	16	42	31	±9	3.9	±0.3	
Enlisted	100	±1	4	5	18	36	37	±4	4.0	±0.1	
E1 – E4	100	±1	3	6	18	34	39	±6	4.0	±0.2	
E5 – E9	100	±1	4	4	19	38	36	±4	4.0	±0.1	
Officers	100	±1	3	5	17	37	39	±6	4.0	±0.2	

Note. Percent responding are Reserve component members who answered the question.

40d. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
USNR	100	±1	2	4	16	35	43	±4	4.1	±0.1	
White	100	±1	2	4	14	34	46	±5	4.2	±0.1	
Total Minority	100	±1	3	4	18	37	38	±4	4.0	±0.1	
Black	100	±1	2	3	22	37	35	±5	4.0	±0.1	
Hispanic	99	±1	4	3	18	37	38	±6	4.0	±0.2	
Other Race/Ethnicity	100	±1	2	7	14	36	41	±8	4.1	±0.2	
Enlisted	100	±1	2	4	16	37	41	±4	4.1	±0.1	
E1 – E4	100	±0	1	2	18	29	49	±8	4.2	±0.2	
E5 – E9	100	±1	3	5	15	39	38	±5	4.1	±0.1	
Officers	100	±1	2	4	15	31	49	±6	4.2	±0.2	
USMCR	100	±1	3	3	13	37	43	±5	4.2	±0.1	
White	100	±1	3	3	13	37	45	±7	4.2	±0.2	
Total Minority	100	±1	3	5	14	37	41	±7	4.1	±0.2	
Black	100	±0	2	5	14	37	42	±13	4.1	±0.2	
Hispanic	99	±1	4	3	13	39	41	±10	4.1	±0.2	
Other Race/Ethnicity	100	±1	3	8	14	33	41	±21	4.0	±0.4	
Enlisted	100	±1	3	3	13	38	43	±6	4.1	±0.1	
E1 – E4	100	±1	3	3	12	39	44	±8	4.2	±0.2	
E5 – E9	100	±1	3	5	17	35	41	±7	4.0	±0.2	
Officers	99	±1	1	2	14	31	51	±5	4.3	±0.1	
ANG	99	±1	3	4	14	37	42	±3	4.1	±0.1	
White	99	±1	2	4	14	37	42	±3	4.1	±0.1	
Total Minority	99	±1	4	4	14	38	40	±4	4.1	±0.1	
Black	99	±1	4	5	14	33	44	±5	4.1	±0.1	
Hispanic	98	±3	4	5	15	36	40	±6	4.0	±0.2	
Other Race/Ethnicity	100	±1	3	3	12	45	37	±7	4.1	±0.1	
Enlisted	99	±1	2	4	14	38	41	±3	4.1	±0.1	
E1 – E4	99	±2	1	2	11	34	52	±6	4.3	±0.1	
E5 – E9	99	±1	3	5	16	39	37	±3	4.0	±0.1	
Officers	100	±1	3	3	12	34	48	±6	4.2	±0.2	
USAFR	99	±1	3	4	12	34	48	±3	4.2	±0.1	
White	100	±1	2	4	11	33	50	±4	4.2	±0.1	
Total Minority	99	±1	3	3	13	36	45	±4	4.2	±0.1	
Black	98	±2	4	3	15	36	42	±5	4.1	±0.1	
Hispanic	99	±2	2	3	10	41	45	±7	4.2	±0.1	
Other Race/Ethnicity	100	±1	4	5	12	30	49	±7	4.2	±0.2	
Enlisted	99	±1	3	4	12	34	47	±4	4.2	±0.1	
E1 – E4	99	±1	1	1	9	36	52	±6	4.4	±0.1	
E5 – E9	100	±1	3	5	13	34	45	±4	4.1	±0.1	
Officers	100	±1	2	4	11	32	51	±6	4.2	±0.2	
USCGR	100	±1	2	3	11	36	49	±5	4.3	±0.1	
White	100	±1	2	2	9	36	52	±5	4.3	±0.1	
Total Minority	100	±1	3	5	18	33	41	±7	4.0	±0.2	
Black	100	±0	NR	4	24	37	34	±17	4.0	±0.3	
Hispanic	100	±1	3	4	15	35	43	±9	4.1	±0.2	
Other Race/Ethnicity	100	±0	4	8	21	26	41	±16	3.9	±0.4	
Enlisted	100	±1	2	3	11	36	48	±5	4.3	±0.1	
E1 – E4	99	±1	2	3	9	39	48	±8	4.3	±0.2	
E5 – E9	100	±1	2	3	12	34	49	±6	4.2	±0.2	
Officers	100	±0	1	2	13	35	50	±6	4.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

40. How much do you agree or disagree with the following statements about your immediate supervisor at your military job?

e. Your supervisor assigns work fairly in your work group.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	3	5	17	36	40	±2	4.0	±0.1	
Enlisted	99	±1	3	5	17	36	39	±2	4.0	±0.1	
E1 – E4	100	±1	4	4	17	34	42	±4	4.1	±0.1	
E5 – E9	99	±1	3	5	17	38	37	±2	4.0	±0.1	
Officers	100	±1	3	4	15	34	43	±3	4.1	±0.1	
O1 – O3	100	±1	4	4	16	36	40	±5	4.1	±0.2	
O4 – O6	99	±1	3	4	14	32	47	±4	4.2	±0.1	
Male	99	±1	3	4	16	37	41	±2	4.1	±0.1	
Female	100	±1	5	7	21	31	36	±4	3.9	±0.1	
White	100	±1	3	5	16	35	41	±3	4.1	±0.1	
Total Minority	99	±1	4	4	18	37	37	±2	4.0	±0.1	
Black	99	±1	4	4	19	37	36	±3	4.0	±0.1	
Hispanic	99	±1	5	4	17	36	39	±3	4.0	±0.1	
AIAN	100	±1	10	5	14	37	35	±22	3.8	±0.5	
Asian	100	±1	3	4	18	39	36	±5	4.0	±0.1	
NHPI	99	±1	5	4	15	33	42	±14	4.0	±0.4	
Two or More Races	100	±1	5	7	17	36	35	±8	3.9	±0.2	
AGR/FTS/AR	99	±1	4	7	19	35	35	±3	3.9	±0.1	
Other Selected Reserve	100	±1	3	4	17	36	40	±2	4.1	±0.1	
Reserve Unit	100	±1	3	4	17	36	40	±2	4.0	±0.1	
Military Technician	99	±1	4	5	16	37	37	±4	4.0	±0.1	
IMA	99	±1	2	2	16	30	50	±3	4.2	±0.1	
Not Activated Past 12 Months	99	±1	3	4	16	36	41	±2	4.1	±0.1	
Activated Past 12 Months	100	±1	4	6	20	35	35	±3	3.9	±0.1	
Not Deployed Past 12 Months	99	±1	3	4	16	35	41	±2	4.1	±0.1	
Deployed Past 12 Months	100	±1	5	7	21	36	31	±5	3.8	±0.1	
ARNG	100	±1	4	4	17	35	40	±3	4.0	±0.1	
White	100	±1	3	4	16	35	41	±4	4.1	±0.1	
Total Minority	99	±1	5	4	18	36	37	±4	4.0	±0.1	
Black	99	±1	4	3	19	38	35	±5	4.0	±0.2	
Hispanic	99	±1	6	3	17	33	40	±7	4.0	±0.2	
Other Race/Ethnicity	100	±1	5	5	18	37	35	±9	3.9	±0.2	
Enlisted	100	±1	4	4	17	36	39	±4	4.0	±0.1	
E1 – E4	100	±1	4	3	18	33	42	±6	4.1	±0.2	
E5 – E9	99	±1	4	5	16	39	36	±4	4.0	±0.1	
Officers	99	±1	3	4	15	33	44	±6	4.1	±0.2	
USAR	99	±1	4	5	19	36	36	±4	3.9	±0.1	
White	100	±1	3	5	20	35	37	±6	4.0	±0.2	
Total Minority	99	±1	4	5	18	38	34	±3	3.9	±0.1	
Black	99	±1	3	5	19	38	35	±5	4.0	±0.1	
Hispanic	99	±1	5	5	17	37	36	±5	3.9	±0.2	
Other Race/Ethnicity	100	±1	6	6	17	39	31	±9	3.8	±0.3	
Enlisted	99	±1	4	5	19	36	36	±4	4.0	±0.1	
E1 – E4	100	±1	4	5	18	35	38	±6	4.0	±0.2	
E5 – E9	99	±1	3	5	21	37	35	±4	4.0	±0.1	
Officers	100	±1	5	6	17	38	34	±6	3.9	±0.2	

Note. Percent responding are Reserve component members who answered the question.

40e. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
USNR	99	±1	2	4	16	37	42	±4	4.1	±0.1	
White	100	±1	1	3	14	35	46	±6	4.2	±0.1	
Total Minority	99	±1	3	4	18	39	36	±4	4.0	±0.1	
Black	99	±1	3	2	22	40	33	±5	4.0	±0.1	
Hispanic	99	±1	3	3	17	40	36	±6	4.0	±0.2	
Other Race/Ethnicity	99	±1	2	6	16	35	41	±9	4.1	±0.2	
Enlisted	99	±1	2	4	16	38	40	±4	4.1	±0.1	
E1 – E4	100	±1	1	3	19	30	46	±8	4.2	±0.2	
E5 – E9	99	±1	2	4	15	40	38	±5	4.1	±0.1	
Officers	99	±1	1	2	13	34	50	±6	4.3	±0.1	
USMCR	99	±1	3	4	15	35	43	±5	4.1	±0.1	
White	100	±1	2	4	15	34	44	±7	4.1	±0.2	
Total Minority	98	±3	4	4	15	37	40	±7	4.1	±0.2	
Black	99	±2	3	3	14	38	42	±13	4.1	±0.2	
Hispanic	97	±5	4	3	15	39	40	±10	4.1	±0.2	
Other Race/Ethnicity	100	±0	5	9	17	29	40	±19	3.9	±0.4	
Enlisted	99	±1	3	4	15	35	42	±6	4.1	±0.2	
E1 – E4	99	±2	3	4	15	36	42	±8	4.1	±0.2	
E5 – E9	100	±1	3	5	17	34	41	±7	4.0	±0.2	
Officers	99	±1	1	2	13	33	51	±5	4.3	±0.1	
ANG	100	±1	3	6	15	37	40	±3	4.0	±0.1	
White	99	±1	3	6	14	37	40	±3	4.1	±0.1	
Total Minority	100	±1	4	5	16	36	39	±4	4.0	±0.1	
Black	99	±1	4	6	17	33	40	±5	4.0	±0.1	
Hispanic	100	±1	6	4	16	36	38	±6	4.0	±0.2	
Other Race/Ethnicity	100	±1	3	4	15	40	38	±6	4.1	±0.2	
Enlisted	99	±1	3	6	15	37	39	±3	4.0	±0.1	
E1 – E4	100	±1	1	3	12	33	50	±6	4.3	±0.1	
E5 – E9	99	±1	4	7	16	39	35	±3	3.9	±0.1	
Officers	100	±1	4	4	15	31	45	±6	4.1	±0.2	
USAFR	99	±1	2	4	15	32	46	±3	4.2	±0.1	
White	99	±1	2	4	14	31	48	±4	4.2	±0.1	
Total Minority	99	±1	3	4	15	35	43	±4	4.1	±0.1	
Black	99	±1	3	4	17	36	40	±5	4.1	±0.1	
Hispanic	99	±1	2	5	13	37	43	±7	4.2	±0.2	
Other Race/Ethnicity	100	±1	4	5	14	31	48	±7	4.1	±0.2	
Enlisted	99	±1	2	5	15	33	46	±4	4.1	±0.1	
E1 – E4	99	±2	2	2	10	35	51	±6	4.3	±0.1	
E5 – E9	99	±1	3	6	17	32	43	±4	4.1	±0.1	
Officers	100	±1	2	3	14	31	49	±6	4.2	±0.2	
USCGR	99	±1	1	3	11	39	46	±5	4.3	±0.1	
White	99	±1	1	2	10	39	48	±5	4.3	±0.1	
Total Minority	99	±2	0	5	14	40	41	±7	4.2	±0.2	
Black	100	±0	NR	6	20	38	36	±17	4.0	±0.3	
Hispanic	98	±4	0	2	14	40	43	±9	4.2	±0.2	
Other Race/Ethnicity	100	±0	0	8	11	41	39	±15	4.1	±0.3	
Enlisted	99	±2	1	3	11	40	45	±5	4.2	±0.1	
E1 – E4	97	±3	0	3	12	41	44	±8	4.3	±0.2	
E5 – E9	100	±0	2	3	11	39	45	±6	4.2	±0.2	
Officers	99	±1	1	1	11	38	49	±6	4.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

40. How much do you agree or disagree with the following statements about your immediate supervisor at your military job?

f. You are satisfied with the direction/supervision you receive.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree















































	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	5	7	16	33	40	±2	4.0	±0.1	
Enlisted	99	±1	5	7	16	33	39	±2	4.0	±0.1	
E1 – E4	99	±1	5	4	17	31	43	±4	4.0	±0.1	
E5 – E9	100	±1	5	9	15	35	36	±2	3.9	±0.1	
Officers	100	±1	5	7	14	32	42	±3	4.0	±0.1	
O1 – O3	100	±1	4	8	15	33	40	±5	4.0	±0.2	
O4 – O6	100	±1	4	6	13	31	46	±4	4.1	±0.1	
Male	99	±1	4	6	15	34	41	±2	4.0	±0.1	
Female	100	±1	7	10	18	30	36	±4	3.8	±0.1	
White	100	±1	4	7	15	32	41	±3	4.0	±0.1	
Total Minority	99	±1	6	6	16	35	37	±2	3.9	±0.1	
Black	99	±1	5	6	16	37	36	±3	3.9	±0.1	
Hispanic	99	±1	5	7	17	33	38	±3	3.9	±0.1	
AIAN	99	±1	10	9	14	26	42	±21	3.8	±0.5	
Asian	100	±1	4	6	18	36	36	±5	3.9	±0.1	
NHPI	100	±0	6	10	10	35	39	±14	3.9	±0.4	
Two or More Races	100	±1	13	2	19	33	33	±9	3.7	±0.3	
AGR/FTS/AR	100	±1	6	10	17	32	35	±4	3.8	±0.1	
Other Selected Reserve	99	±1	5	6	16	33	40	±2	4.0	±0.1	
Reserve Unit	99	±1	5	6	16	33	40	±2	4.0	±0.1	
Military Technician	100	±1	6	8	16	34	36	±4	3.9	±0.1	
IMA	99	±1	4	5	13	31	48	±3	4.2	±0.1	
Not Activated Past 12 Months	99	±1	5	7	14	33	41	±2	4.0	±0.1	
Activated Past 12 Months	100	±1	5	8	20	32	35	±4	3.8	±0.1	
Not Deployed Past 12 Months	99	±1	5	7	15	33	41	±2	4.0	±0.1	
Deployed Past 12 Months	100	±1	6	8	22	33	30	±5	3.7	±0.1	
ARNG	99	±1	5	7	16	32	41	±3	4.0	±0.1	
White	99	±1	4	7	15	31	42	±4	4.0	±0.1	
Total Minority	100	±1	6	6	17	34	37	±4	3.9	±0.1	
Black	100	±1	6	5	16	38	35	±5	3.9	±0.2	
Hispanic	100	±1	5	7	17	31	40	±7	4.0	±0.2	
Other Race/Ethnicity	100	±1	10	6	18	32	34	±9	3.7	±0.3	
Enlisted	99	±1	5	6	16	32	40	±4	4.0	±0.1	
E1 – E4	99	±2	5	3	19	28	45	±6	4.0	±0.2	
E5 – E9	100	±1	5	9	14	37	36	±4	3.9	±0.1	
Officers	100	±1	4	8	14	31	44	±6	4.0	±0.2	
USAR	99	±1	6	7	17	34	36	±4	3.9	±0.1	
White	100	±1	5	8	18	32	38	±6	3.9	±0.2	
Total Minority	99	±1	7	7	16	36	34	±3	3.8	±0.1	
Black	98	±2	5	7	15	38	34	±5	3.9	±0.1	
Hispanic	99	±1	7	7	18	33	35	±5	3.8	±0.2	
Other Race/Ethnicity	100	±1	11	5	16	36	32	±10	3.7	±0.3	
Enlisted	99	±1	6	7	17	33	37	±4	3.9	±0.1	
E1 – E4	99	±2	6	7	17	32	38	±6	3.9	±0.2	
E5 – E9	100	±1	6	7	18	35	35	±4	3.9	±0.1	
Officers	100	±1	6	9	16	34	36	±6	3.8	±0.2	

Note. Percent responding are Reserve component members who answered the question.

40f. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
USNR	100	±1	3	6	15	35	41	±4	4.1	±0.1	
White	100	±1	2	6	13	35	45	±6	4.1	±0.2	
Total Minority	100	±1	3	6	19	36	36	±4	4.0	±0.1	
Black	100	±1	3	7	20	37	33	±5	3.9	±0.1	
Hispanic	100	±1	3	5	19	37	36	±6	4.0	±0.2	
Other Race/Ethnicity	100	±1	3	6	16	35	40	±7	4.0	±0.2	
Enlisted	100	±1	3	7	16	35	39	±4	4.0	±0.1	
E1 – E4	100	±1	2	7	14	30	46	±8	4.1	±0.2	
E5 – E9	100	±1	3	7	17	37	37	±5	4.0	±0.1	
Officers	100	±1	2	3	12	36	47	±6	4.2	±0.2	
USMCR	99	±1	4	5	13	37	41	±5	4.1	±0.1	
White	99	±2	4	5	12	37	42	±7	4.1	±0.2	
Total Minority	100	±1	4	4	15	36	41	±7	4.0	±0.2	
Black	100	±0	4	4	13	37	42	±13	4.1	±0.2	
Hispanic	99	±1	4	4	16	37	39	±10	4.0	±0.2	
Other Race/Ethnicity	100	±0	5	2	17	33	43	±15	4.1	±0.3	
Enlisted	99	±1	4	5	13	37	40	±6	4.0	±0.2	
E1 – E4	99	±2	4	2	14	39	40	±8	4.1	±0.2	
E5 – E9	100	±1	4	11	12	32	41	±7	3.9	±0.2	
Officers	100	±1	2	4	10	33	51	±5	4.3	±0.1	
ANG	100	±1	5	8	15	33	39	±3	3.9	±0.1	
White	100	±1	4	9	15	33	39	±3	3.9	±0.1	
Total Minority	100	±1	5	7	15	33	39	±4	3.9	±0.1	
Black	99	±1	6	7	14	30	42	±5	4.0	±0.2	
Hispanic	100	±0	6	8	15	33	38	±6	3.9	±0.2	
Other Race/Ethnicity	100	±0	3	5	18	37	37	±7	4.0	±0.2	
Enlisted	100	±1	4	8	15	34	38	±3	3.9	±0.1	
E1 – E4	100	±1	2	3	14	32	49	±6	4.2	±0.2	
E5 – E9	100	±1	5	10	16	35	34	±3	3.8	±0.1	
Officers	100	±0	9	8	13	27	44	±6	3.9	±0.2	
USAFR	100	±1	4	6	15	31	44	±3	4.0	±0.1	
White	100	±1	4	6	15	30	45	±4	4.1	±0.1	
Total Minority	99	±1	5	6	15	32	42	±4	4.0	±0.1	
Black	99	±1	6	5	15	34	40	±5	4.0	±0.1	
Hispanic	98	±3	3	8	13	34	42	±7	4.0	±0.2	
Other Race/Ethnicity	100	±1	5	5	15	28	47	±7	4.0	±0.2	
Enlisted	99	±1	4	6	15	31	44	±4	4.0	±0.1	
E1 – E4	100	±0	2	3	14	33	48	±6	4.2	±0.2	
E5 – E9	99	±1	5	8	16	30	43	±4	4.0	±0.1	
Officers	100	±1	5	5	13	33	44	±6	4.1	±0.2	
USCGR	100	±1	4	5	10	36	45	±5	4.1	±0.1	
White	100	±1	4	4	9	36	47	±5	4.2	±0.2	
Total Minority	99	±2	4	7	12	37	40	±7	4.0	±0.2	
Black	100	±0	4	4	16	45	32	±16	4.0	±0.3	
Hispanic	98	±4	1	6	11	38	44	±9	4.2	±0.2	
Other Race/Ethnicity	100	±0	8	11	12	31	38	±16	3.8	±0.4	
Enlisted	100	±1	4	5	10	36	45	±5	4.1	±0.2	
E1 – E4	99	±2	2	6	10	41	42	±8	4.2	±0.2	
E5 – E9	100	±1	5	5	10	33	47	±6	4.1	±0.2	
Officers	100	±0	3	3	11	36	47	±6	4.2	±0.2	

Note. Percent responding are Reserve component members who answered the question.

40. Supervisor Satisfaction scale: Constructed from Q40. Supervisor Satisfaction assesses the level of agreement that supervisors are trustworthy, equitable, and fair in evaluations and delegating assignments.

	Percent Responding		Mean	Max ME	Supervisor Satisfaction
TOTAL DOD	98	±1	4.0	±0.1	
Enlisted	98	±1	4.0	±0.1	
E1 – E4	98	±1	4.1	±0.1	
E5 – E9	97	±1	4.0	±0.1	
Officers	98	±1	4.1	±0.1	
O1 – O3	98	±2	4.1	±0.1	
O4 – O6	98	±2	4.2	±0.1	
Male	98	±1	4.1	±0.1	
Female	98	±1	3.9	±0.1	
White	98	±1	4.1	±0.1	
Total Minority	97	±1	4.0	±0.1	
Black	97	±1	4.0	±0.1	
Hispanic	98	±1	4.0	±0.1	
AIAN	98	±2	3.8	±0.5	
Asian	98	±1	4.0	±0.1	
NHPI	96	±5	4.0	±0.3	
Two or More Races	99	±1	3.9	±0.2	
AGR/FTS/AR	98	±1	3.9	±0.1	
Other Selected Reserve	98	±1	4.1	±0.1	
Reserve Unit	98	±1	4.1	±0.1	
Military Technician	98	±1	3.9	±0.1	
IMA	97	±1	4.3	±0.1	
Not Activated Past 12 Months	98	±1	4.1	±0.1	
Activated Past 12 Months	98	±1	3.9	±0.1	
Not Deployed Past 12 Months	98	±1	4.1	±0.1	
Deployed Past 12 Months	98	±1	3.8	±0.1	
ARNG	98	±1	4.0	±0.1	
White	97	±2	4.1	±0.1	
Total Minority	98	±1	4.0	±0.1	
Black	98	±2	4.0	±0.1	
Hispanic	98	±1	4.0	±0.2	
Other Race/Ethnicity	98	±2	3.9	±0.2	
Enlisted	97	±2	4.0	±0.1	
E1 – E4	98	±2	4.1	±0.2	
E5 – E9	97	±2	4.0	±0.1	
Officers	98	±2	4.1	±0.1	
USAR	98	±1	4.0	±0.1	
White	99	±2	4.0	±0.1	
Total Minority	97	±1	3.9	±0.1	
Black	96	±2	4.0	±0.1	
Hispanic	98	±2	3.9	±0.1	
Other Race/Ethnicity	99	±1	3.8	±0.3	
Enlisted	98	±1	4.0	±0.1	
E1 – E4	98	±2	4.0	±0.2	
E5 – E9	98	±2	3.9	±0.1	
Officers	98	±2	4.0	±0.2	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. Higher scores indicate more satisfying experiences. The overall Cronbach's alpha = 0.96 (White = 0.96, Black = 0.96, Hispanic = 0.96, and Other Race/Ethnicity = 0.97). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

40. Continued	Percent Responding		Mean	Max ME	Supervisor Satisfaction
USNR	98	±1	4.1	±0.1	
White	99	±2	4.2	±0.1	
Total Minority	98	±1	4.0	±0.1	
Black	97	±2	4.0	±0.1	
Hispanic	98	±1	4.0	±0.2	
Other Race/Ethnicity	98	±2	4.1	±0.2	
Enlisted	98	±1	4.1	±0.1	
E1 – E4	99	±1	4.2	±0.2	
E5 – E9	98	±2	4.1	±0.1	
Officers	99	±2	4.3	±0.1	
USMCR	97	±2	4.1	±0.1	
White	97	±3	4.1	±0.2	
Total Minority	97	±3	4.1	±0.2	
Black	96	±3	4.1	±0.2	
Hispanic	96	±5	4.1	±0.2	
Other Race/Ethnicity	99	±2	4.0	±0.3	
Enlisted	97	±2	4.1	±0.2	
E1 – E4	97	±3	4.1	±0.2	
E5 – E9	96	±4	4.0	±0.2	
Officers	98	±2	4.3	±0.1	
ANG	98	±1	4.0	±0.1	
White	98	±1	4.1	±0.1	
Total Minority	98	±2	4.0	±0.1	
Black	97	±2	4.0	±0.1	
Hispanic	97	±3	3.9	±0.2	
Other Race/Ethnicity	98	±1	4.0	±0.2	
Enlisted	98	±1	4.0	±0.1	
E1 – E4	98	±2	4.3	±0.1	
E5 – E9	98	±1	3.9	±0.1	
Officers	98	±2	4.1	±0.2	
USAFR	97	±1	4.2	±0.1	
White	98	±2	4.2	±0.1	
Total Minority	96	±2	4.1	±0.1	
Black	96	±2	4.0	±0.1	
Hispanic	94	±5	4.2	±0.1	
Other Race/Ethnicity	97	±4	4.2	±0.2	
Enlisted	97	±2	4.1	±0.1	
E1 – E4	97	±2	4.3	±0.1	
E5 – E9	97	±2	4.1	±0.1	
Officers	98	±2	4.2	±0.2	
USCGR	98	±2	4.2	±0.1	
White	98	±2	4.3	±0.1	
Total Minority	97	±3	4.1	±0.2	
Black	100	±0	4.0	±0.3	
Hispanic	95	±6	4.2	±0.2	
Other Race/Ethnicity	99	±2	4.0	±0.3	
Enlisted	98	±2	4.2	±0.1	
E1 – E4	95	±4	4.2	±0.2	
E5 – E9	99	±1	4.2	±0.2	
Officers	99	±2	4.3	±0.1	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. Higher scores indicate more satisfying experiences. The overall Cronbach's alpha = 0.96 (White = 0.96, Black = 0.96, Hispanic = 0.96, and Other Race/Ethnicity = 0.97). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

41. To what extent does your immediate supervisor at your military job...**a. Use the full range of subordinates' military skills to achieve mission objectives?**1. Not at all
4. Large extent2. Small extent
5. Very large extent3. Moderate extent
6. Don't know

	Percent Responding		Percentages						Max ME	Average Extent		
			1	2	3	4	5	6				
TOTAL DOD	99	±1	3	7	21	35	28	6	±2	3.8	±0.1	
Enlisted	99	±1	3	7	22	34	27	6	±2	3.8	±0.1	
E1 – E4	99	±1	3	7	21	31	29	9	±4	3.8	±0.1	
E5 – E9	100	±1	3	7	23	37	25	5	±2	3.8	±0.1	
Officers	99	±1	2	6	18	36	31	6	±3	3.9	±0.1	
O1 – O3	100	±1	2	6	20	38	28	6	±5	3.9	±0.1	
O4 – O6	99	±1	2	6	16	35	36	5	±4	4.0	±0.1	
Male	99	±1	3	7	21	36	28	6	±2	3.9	±0.1	
Female	100	±1	5	9	22	29	26	9	±4	3.7	±0.1	
White	100	±1	2	7	21	35	29	6	±3	3.9	±0.1	
Total Minority	99	±1	4	7	23	33	26	7	±2	3.8	±0.1	
Black	99	±1	3	7	23	33	27	8	±3	3.8	±0.1	
Hispanic	100	±1	4	7	22	33	27	6	±3	3.8	±0.1	
AIAN	99	±2	NR	6	18	31	30	6	±15	3.7	±0.5	
Asian	99	±1	4	7	25	35	24	6	±5	3.7	±0.1	
NHPI	100	±1	1	6	22	29	34	7	±15	3.9	±0.3	
Two or More Races	100	±1	8	9	24	34	20	5	±8	3.5	±0.2	
AGR/FTS/AR	99	±1	3	8	23	36	26	4	±4	3.8	±0.1	
Other Selected Reserve	99	±1	3	7	21	34	28	7	±2	3.8	±0.1	
Reserve Unit	99	±1	3	7	21	34	28	6	±2	3.8	±0.1	
Military Technician	100	±1	3	8	24	34	26	4	±4	3.8	±0.1	
IMA	99	±1	2	4	13	33	36	12	±3	4.1	±0.1	
Not Activated Past 12 Months	99	±1	3	7	21	35	29	6	±2	3.8	±0.1	
Activated Past 12 Months	100	±1	3	7	22	35	26	7	±4	3.8	±0.1	
Not Deployed Past 12 Months	99	±1	3	7	21	34	29	6	±2	3.8	±0.1	
Deployed Past 12 Months	99	±1	3	9	23	37	21	8	±5	3.7	±0.1	
ARNG	99	±1	3	8	20	36	27	6	±3	3.8	±0.1	
White	100	±1	2	8	19	37	28	6	±4	3.9	±0.1	
Total Minority	99	±1	4	8	23	33	26	7	±4	3.8	±0.1	
Black	99	±2	2	8	25	32	25	8	±5	3.8	±0.2	
Hispanic	100	±1	4	7	20	35	27	8	±8	3.8	±0.2	
Other Race/Ethnicity	99	±1	6	9	24	32	24	5	±9	3.6	±0.2	
Enlisted	100	±1	3	8	20	36	27	6	±4	3.8	±0.1	
E1 – E4	99	±1	2	9	19	33	28	9	±6	3.8	±0.2	
E5 – E9	100	±1	3	7	21	39	25	4	±4	3.8	±0.1	
Officers	99	±2	2	6	20	35	32	4	±6	3.9	±0.2	
USAR	100	±1	4	7	24	32	26	8	±3	3.7	±0.1	
White	100	±1	3	7	24	30	27	9	±5	3.8	±0.2	
Total Minority	99	±1	5	6	24	33	24	7	±3	3.7	±0.1	
Black	99	±1	3	6	22	34	27	8	±4	3.8	±0.1	
Hispanic	99	±1	6	7	25	33	24	6	±5	3.7	±0.2	
Other Race/Ethnicity	100	±1	9	7	25	33	20	6	±10	3.5	±0.3	
Enlisted	100	±1	5	6	25	31	26	8	±4	3.7	±0.1	
E1 – E4	100	±1	5	6	24	27	28	10	±6	3.8	±0.2	
E5 – E9	100	±1	4	7	26	35	23	5	±4	3.7	±0.1	
Officers	100	±1	2	8	19	37	25	8	±6	3.8	±0.2	

Note. Percent responding are Reserve component members who answered the question. Average Extent does not include respondents who indicated "Don't know" in response to the question.

NR: Not reportable

41a. Continued	Percent Responding		Percentages						Max ME	Average Extent		
			1	2	3	4	5	6				
USNR	99	±1	2	6	21	37	29	6	±4	3.9	±0.1	
White	99	±2	1	5	19	39	30	6	±6	4.0	±0.1	
Total Minority	99	±1	3	7	24	34	27	6	±4	3.8	±0.1	
Black	99	±2	2	7	24	31	26	10	±5	3.8	±0.2	
Hispanic	100	±1	3	7	24	33	31	3	±6	3.8	±0.2	
Other Race/Ethnicity	99	±1	3	8	24	39	23	4	±7	3.7	±0.2	
Enlisted	99	±1	2	6	24	36	26	6	±4	3.8	±0.1	
E1 – E4	98	±3	2	7	23	31	29	8	±8	3.8	±0.2	
E5 – E9	99	±1	2	6	24	38	25	5	±5	3.8	±0.1	
Officers	100	±1	2	5	11	38	36	8	±6	4.1	±0.2	
USMCR	99	±1	2	5	23	33	31	5	±5	3.9	±0.1	
White	100	±1	2	4	22	36	31	6	±7	4.0	±0.2	
Total Minority	98	±3	3	7	25	28	33	4	±7	3.8	±0.2	
Black	100	±0	3	9	20	30	34	4	±16	3.9	±0.3	
Hispanic	97	±5	4	4	27	28	34	4	±10	3.9	±0.2	
Other Race/Ethnicity	100	±0	2	13	27	26	28	4	±16	3.7	±0.3	
Enlisted	99	±1	3	5	24	33	31	5	±6	3.9	±0.2	
E1 – E4	99	±2	3	4	25	32	31	6	±7	3.9	±0.2	
E5 – E9	100	±0	3	7	23	35	29	3	±7	3.8	±0.2	
Officers	99	±1	1	5	12	39	38	7	±5	4.2	±0.1	
ANG	99	±1	2	7	23	34	29	4	±3	3.8	±0.1	
White	99	±1	2	7	23	35	28	4	±3	3.8	±0.1	
Total Minority	99	±1	3	7	22	33	31	5	±4	3.9	±0.1	
Black	99	±1	3	7	21	33	31	5	±4	3.8	±0.1	
Hispanic	100	±1	3	9	23	31	30	4	±6	3.8	±0.2	
Other Race/Ethnicity	99	±1	2	6	22	34	31	5	±7	3.9	±0.2	
Enlisted	99	±1	3	7	23	34	28	4	±3	3.8	±0.1	
E1 – E4	99	±2	3	2	20	34	36	5	±6	4.0	±0.2	
E5 – E9	99	±1	3	9	24	35	26	4	±3	3.8	±0.1	
Officers	100	±1	2	6	20	34	33	4	±6	4.0	±0.2	
USAFR	99	±1	3	7	19	34	32	7	±3	3.9	±0.1	
White	99	±1	2	7	18	34	33	6	±4	3.9	±0.1	
Total Minority	99	±1	4	6	19	34	30	7	±4	3.9	±0.1	
Black	99	±1	4	7	19	34	28	8	±5	3.8	±0.1	
Hispanic	100	±1	4	6	20	32	31	7	±7	3.9	±0.2	
Other Race/Ethnicity	98	±4	3	7	17	34	31	8	±7	3.9	±0.2	
Enlisted	99	±1	2	7	19	34	31	7	±4	3.9	±0.1	
E1 – E4	100	±1	2	3	20	34	31	9	±6	4.0	±0.2	
E5 – E9	99	±1	3	9	19	34	31	6	±4	3.9	±0.1	
Officers	100	±1	3	6	17	33	35	6	±6	4.0	±0.2	
USCGR	100	±1	2	4	19	39	31	4	±5	4.0	±0.1	
White	100	±1	3	3	18	41	31	4	±5	4.0	±0.1	
Total Minority	100	±0	1	7	23	32	31	5	±7	3.9	±0.2	
Black	100	±0	2	8	23	28	31	8	±18	3.9	±0.4	
Hispanic	100	±0	1	3	24	34	35	2	±9	4.0	±0.2	
Other Race/Ethnicity	100	±0	1	13	22	31	25	7	±14	3.7	±0.3	
Enlisted	100	±1	2	4	20	40	30	4	±5	3.9	±0.1	
E1 – E4	100	±0	1	4	25	39	30	2	±8	3.9	±0.2	
E5 – E9	99	±2	3	4	17	40	30	5	±6	3.9	±0.2	
Officers	100	±1	2	4	16	39	34	4	±7	4.0	±0.2	

Note. Percent responding are Reserve component members who answered the question. Average Extent does not include respondents who indicated "Don't know" in response to the question.

41. To what extent does your immediate supervisor at your military job...**b. Use subordinates' mission related, non-military skills to achieve mission objectives?**1. Not at all
4. Large extent2. Small extent
5. Very large extent3. Moderate extent
6. Don't know

	Percent Responding		Percentages						Max ME	Average Extent		
			1	2	3	4	5	6				
TOTAL DOD	99	±1	5	8	24	31	25	8	±2	3.7	±0.1	
Enlisted	99	±1	5	8	24	31	24	8	±2	3.7	±0.1	
E1 – E4	99	±1	5	8	23	29	25	10	±4	3.7	±0.1	
E5 – E9	99	±1	4	8	26	32	23	6	±2	3.7	±0.1	
Officers	99	±1	3	8	20	32	28	8	±3	3.8	±0.1	
O1 – O3	100	±1	4	8	20	34	25	8	±5	3.7	±0.2	
O4 – O6	99	±1	3	7	19	30	33	9	±4	3.9	±0.1	
Male	99	±1	4	8	24	32	26	7	±2	3.7	±0.1	
Female	99	±1	7	10	23	27	21	12	±4	3.5	±0.1	
White	99	±1	4	8	23	31	26	8	±3	3.7	±0.1	
Total Minority	99	±1	6	8	25	30	23	8	±2	3.6	±0.1	
Black	98	±1	5	8	25	30	23	10	±3	3.6	±0.1	
Hispanic	99	±1	6	7	26	30	23	8	±3	3.6	±0.1	
AIAN	99	±2	11	8	20	24	28	10	±21	3.6	±0.5	
Asian	99	±1	5	8	29	28	23	7	±5	3.6	±0.1	
NHPI	99	±2	2	6	27	27	31	8	±16	3.8	±0.3	
Two or More Races	99	±1	10	10	22	34	18	7	±8	3.4	±0.2	
AGR/FTS/AR	99	±1	5	10	25	30	24	6	±4	3.6	±0.1	
Other Selected Reserve	99	±1	5	8	24	31	25	8	±2	3.7	±0.1	
Reserve Unit	99	±1	5	8	24	31	25	8	±2	3.7	±0.1	
Military Technician	99	±1	4	8	26	33	23	6	±4	3.7	±0.1	
IMA	99	±1	3	6	14	29	34	15	±3	4.0	±0.1	
Not Activated Past 12 Months	99	±1	4	8	23	31	26	8	±2	3.7	±0.1	
Activated Past 12 Months	99	±1	5	8	25	32	22	8	±4	3.6	±0.1	
Not Deployed Past 12 Months	99	±1	4	8	23	31	26	8	±2	3.7	±0.1	
Deployed Past 12 Months	99	±1	6	7	26	33	18	9	±5	3.5	±0.1	
ARNG	99	±1	5	8	24	32	24	7	±3	3.7	±0.1	
White	100	±1	4	8	23	33	26	7	±4	3.7	±0.1	
Total Minority	99	±1	6	8	26	30	21	9	±4	3.6	±0.1	
Black	97	±2	5	8	27	29	20	10	±5	3.6	±0.2	
Hispanic	100	±1	6	7	26	32	21	9	±7	3.6	±0.2	
Other Race/Ethnicity	99	±1	8	12	24	28	21	7	±8	3.5	±0.3	
Enlisted	99	±1	5	8	24	32	24	8	±4	3.7	±0.1	
E1 – E4	99	±1	5	9	21	29	25	10	±6	3.7	±0.2	
E5 – E9	99	±1	4	7	27	34	23	5	±4	3.7	±0.1	
Officers	99	±2	4	7	22	33	28	6	±6	3.8	±0.2	
USAR	99	±1	5	8	26	29	23	9	±3	3.6	±0.1	
White	99	±1	5	8	25	27	25	10	±5	3.7	±0.2	
Total Minority	99	±1	6	7	26	30	22	8	±3	3.6	±0.1	
Black	99	±1	4	7	25	31	24	9	±4	3.7	±0.1	
Hispanic	99	±1	7	9	26	30	21	7	±5	3.5	±0.2	
Other Race/Ethnicity	100	±1	9	7	28	29	19	8	±10	3.5	±0.3	
Enlisted	99	±1	6	7	26	28	23	9	±4	3.6	±0.1	
E1 – E4	100	±1	6	7	25	27	25	11	±6	3.6	±0.2	
E5 – E9	99	±1	5	8	28	30	21	7	±4	3.6	±0.1	
Officers	100	±1	3	10	22	30	24	11	±6	3.7	±0.2	

Note. Percent responding are Reserve component members who answered the question. Average Extent does not include respondents who indicated "Don't know" in response to the question.

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41b. Continued	Percent Responding		Percentages						Max ME	Average Extent		
			1	2	3	4	5	6				
USNR	99	±1	3	6	24	33	26	9	±4	3.8	±0.1	
White	99	±1	3	5	22	33	27	9	±5	3.8	±0.2	
Total Minority	99	±1	4	8	25	32	23	8	±4	3.7	±0.1	
Black	99	±1	5	8	26	30	21	10	±5	3.6	±0.2	
Hispanic	99	±1	4	7	25	31	27	6	±6	3.8	±0.2	
Other Race/Ethnicity	99	±1	4	8	25	36	22	6	±7	3.7	±0.2	
Enlisted	99	±1	4	6	26	32	24	8	±4	3.7	±0.1	
E1 – E4	100	±1	6	5	25	31	24	10	±8	3.7	±0.2	
E5 – E9	99	±1	3	6	27	33	23	8	±5	3.7	±0.1	
Officers	99	±1	2	7	15	34	33	10	±6	4.0	±0.2	
USMCR	99	±2	5	9	24	29	27	6	±5	3.7	±0.2	
White	99	±2	5	9	23	31	26	7	±7	3.7	±0.2	
Total Minority	98	±3	6	9	26	26	28	5	±7	3.7	±0.2	
Black	100	±1	3	11	21	33	27	6	±14	3.7	±0.3	
Hispanic	97	±5	4	8	27	25	30	5	±10	3.7	±0.3	
Other Race/Ethnicity	99	±1	11	9	29	20	25	7	±17	3.4	±0.4	
Enlisted	99	±2	5	9	25	29	26	6	±6	3.6	±0.2	
E1 – E4	98	±2	5	9	26	28	25	7	±7	3.6	±0.2	
E5 – E9	100	±1	6	8	23	31	27	5	±7	3.7	±0.2	
Officers	99	±2	2	7	16	32	34	9	±5	4.0	±0.1	
ANG	99	±1	4	8	23	33	25	6	±3	3.7	±0.1	
White	100	±1	4	9	23	33	25	6	±3	3.7	±0.1	
Total Minority	99	±1	3	7	25	31	26	7	±4	3.7	±0.1	
Black	98	±2	3	9	22	31	26	7	±4	3.7	±0.1	
Hispanic	100	±1	5	7	27	29	26	7	±6	3.7	±0.2	
Other Race/Ethnicity	99	±2	2	6	25	33	27	7	±7	3.8	±0.2	
Enlisted	99	±1	4	8	24	33	25	6	±3	3.7	±0.1	
E1 – E4	100	±1	4	5	25	31	30	6	±6	3.8	±0.2	
E5 – E9	99	±1	4	9	24	34	23	6	±3	3.7	±0.1	
Officers	100	±1	4	11	16	31	30	7	±6	3.8	±0.2	
USAFR	99	±1	5	8	19	30	29	9	±3	3.8	±0.1	
White	99	±1	4	9	19	29	30	8	±4	3.8	±0.1	
Total Minority	98	±2	6	7	21	31	27	10	±4	3.7	±0.1	
Black	99	±1	7	6	23	31	24	10	±5	3.6	±0.2	
Hispanic	98	±2	5	7	21	30	28	9	±7	3.7	±0.2	
Other Race/Ethnicity	97	±4	4	8	17	31	31	9	±7	3.9	±0.2	
Enlisted	98	±1	5	9	20	29	28	9	±3	3.7	±0.1	
E1 – E4	100	±1	4	4	20	30	29	13	±6	3.9	±0.2	
E5 – E9	98	±2	5	11	21	29	27	7	±4	3.7	±0.1	
Officers	99	±1	5	6	16	31	34	9	±6	3.9	±0.2	
USCGR	99	±1	3	7	22	35	27	5	±4	3.8	±0.1	
White	99	±1	3	6	23	36	27	5	±5	3.8	±0.2	
Total Minority	99	±2	4	9	21	32	29	6	±7	3.8	±0.2	
Black	100	±0	3	6	31	24	27	8	±18	3.7	±0.4	
Hispanic	99	±1	3	6	20	37	31	3	±9	3.9	±0.2	
Other Race/Ethnicity	98	±4	6	16	16	26	27	8	±14	3.6	±0.4	
Enlisted	99	±1	3	7	21	37	27	5	±5	3.8	±0.2	
E1 – E4	100	±0	2	8	23	37	27	4	±8	3.8	±0.2	
E5 – E9	98	±2	4	6	21	37	27	6	±6	3.8	±0.2	
Officers	99	±1	3	6	25	29	29	8	±6	3.8	±0.2	

Note. Percent responding are Reserve component members who answered the question. Average Extent does not include respondents who indicated "Don't know" in response to the question.

41. To what extent does your immediate supervisor at your military job...**c. Welcome subordinates' input on how to best accomplish mission objectives?**1. Not at all
4. Large extent2. Small extent
5. Very large extent3. Moderate extent
6. Don't know

	Percent Responding		Percentages						Max ME	Average Extent		
			1	2	3	4	5	6				
TOTAL DOD	99	±1	6	8	19	33	29	6	±2	3.8	±0.1	
Enlisted	99	±1	6	8	19	32	28	6	±2	3.7	±0.1	
E1 – E4	99	±1	6	8	19	31	29	8	±4	3.7	±0.1	
E5 – E9	99	±1	5	9	20	34	28	4	±2	3.7	±0.1	
Officers	99	±1	4	7	16	35	34	5	±3	3.9	±0.1	
O1 – O3	100	±1	3	7	16	39	30	5	±5	3.9	±0.1	
O4 – O6	99	±2	4	7	14	31	39	5	±4	4.0	±0.1	
Male	99	±1	5	8	19	34	30	5	±2	3.8	±0.1	
Female	99	±1	7	9	19	29	26	9	±4	3.6	±0.1	
White	99	±1	5	8	18	33	30	6	±3	3.8	±0.1	
Total Minority	99	±1	7	8	19	33	27	6	±2	3.7	±0.1	
Black	99	±1	5	8	20	32	28	7	±3	3.8	±0.1	
Hispanic	99	±1	8	7	19	33	28	6	±3	3.7	±0.1	
AIAN	99	±2	13	7	15	33	27	5	±19	3.6	±0.5	
Asian	99	±1	5	8	22	35	25	5	±5	3.7	±0.1	
NHPI	100	±1	3	11	15	29	36	7	±15	3.9	±0.3	
Two or More Races	100	±1	11	12	18	33	21	5	±9	3.4	±0.3	
AGR/FTS/AR	99	±1	6	10	19	32	30	4	±4	3.7	±0.1	
Other Selected Reserve	99	±1	5	8	19	33	29	6	±2	3.8	±0.1	
Reserve Unit	99	±1	6	8	19	33	29	6	±2	3.8	±0.1	
Military Technician	99	±1	6	10	19	34	27	4	±4	3.7	±0.1	
IMA	99	±1	3	4	12	29	40	11	±3	4.1	±0.1	
Not Activated Past 12 Months	99	±1	5	7	19	32	30	6	±2	3.8	±0.1	
Activated Past 12 Months	100	±1	5	10	18	34	25	6	±4	3.7	±0.1	
Not Deployed Past 12 Months	99	±1	5	8	19	32	30	6	±2	3.8	±0.1	
Deployed Past 12 Months	100	±1	6	11	19	37	21	7	±5	3.6	±0.1	
ARNG	99	±1	6	9	17	34	28	6	±3	3.7	±0.1	
White	99	±1	5	9	17	34	29	6	±4	3.8	±0.1	
Total Minority	99	±1	7	8	18	35	25	7	±4	3.7	±0.1	
Black	99	±2	5	8	21	34	24	8	±5	3.7	±0.2	
Hispanic	99	±1	9	6	16	36	26	7	±8	3.7	±0.2	
Other Race/Ethnicity	99	±1	9	11	17	34	24	5	±9	3.6	±0.3	
Enlisted	99	±1	7	9	17	33	28	6	±4	3.7	±0.1	
E1 – E4	99	±2	8	8	16	32	28	9	±6	3.7	±0.2	
E5 – E9	99	±1	5	9	19	35	27	4	±4	3.7	±0.1	
Officers	99	±2	2	8	18	37	32	2	±6	3.9	±0.2	
USAR	99	±1	5	8	21	32	27	7	±3	3.7	±0.1	
White	100	±1	4	7	22	31	28	8	±5	3.8	±0.2	
Total Minority	99	±1	7	8	20	32	26	7	±3	3.7	±0.1	
Black	99	±1	5	8	19	31	30	7	±4	3.8	±0.1	
Hispanic	99	±1	8	7	21	33	24	7	±5	3.6	±0.2	
Other Race/Ethnicity	100	±1	11	11	22	31	20	6	±10	3.4	±0.3	
Enlisted	99	±1	5	8	22	31	26	7	±4	3.7	±0.1	
E1 – E4	100	±1	5	8	23	28	26	9	±6	3.7	±0.2	
E5 – E9	99	±1	6	8	21	34	26	5	±4	3.7	±0.1	
Officers	99	±1	4	7	19	34	30	7	±6	3.8	±0.2	

Note. Percent responding are Reserve component members who answered the question. Average Extent does not include respondents who indicated "Don't know" in response to the question.

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41c. Continued	Percent Responding		Percentages						Max ME	Average Extent		
			1	2	3	4	5	6				
USNR	99	±1	4	6	21	33	31	6	±4	3.8	±0.1	
White	99	±1	3	6	20	32	33	6	±5	3.9	±0.2	
Total Minority	99	±1	6	6	21	35	27	5	±4	3.8	±0.1	
Black	99	±1	5	7	19	34	26	9	±5	3.8	±0.2	
Hispanic	100	±1	7	5	21	35	30	3	±6	3.8	±0.2	
Other Race/Ethnicity	99	±1	5	5	25	37	24	5	±7	3.7	±0.2	
Enlisted	99	±1	4	7	23	34	27	5	±4	3.8	±0.1	
E1 – E4	100	±1	4	5	24	33	29	6	±8	3.8	±0.2	
E5 – E9	99	±1	4	7	23	34	26	4	±5	3.7	±0.2	
Officers	99	±1	4	4	11	31	42	8	±6	4.1	±0.2	
USMCR	100	±1	7	9	20	30	31	4	±5	3.7	±0.2	
White	100	±1	6	9	18	32	31	5	±7	3.8	±0.2	
Total Minority	99	±1	8	8	23	26	32	3	±7	3.7	±0.2	
Black	98	±3	9	5	24	30	27	4	±16	3.6	±0.4	
Hispanic	99	±1	6	7	26	23	36	3	±10	3.8	±0.3	
Other Race/Ethnicity	99	±2	12	16	14	29	26	4	±17	3.4	±0.4	
Enlisted	100	±1	7	9	21	29	30	4	±6	3.7	±0.2	
E1 – E4	99	±1	7	9	21	30	28	5	±7	3.7	±0.2	
E5 – E9	100	±1	6	10	20	28	33	3	±6	3.7	±0.2	
Officers	99	±1	3	5	11	35	41	5	±5	4.1	±0.1	
ANG	99	±1	5	8	18	34	31	4	±3	3.8	±0.1	
White	99	±1	5	9	17	34	31	4	±3	3.8	±0.1	
Total Minority	99	±1	5	8	19	32	33	4	±4	3.8	±0.1	
Black	99	±1	5	9	17	32	34	3	±4	3.8	±0.2	
Hispanic	98	±2	6	9	20	27	33	5	±7	3.8	±0.2	
Other Race/Ethnicity	100	±1	3	6	20	36	31	4	±7	3.9	±0.2	
Enlisted	99	±1	5	9	19	34	30	4	±3	3.8	±0.1	
E1 – E4	99	±1	4	5	16	32	40	5	±6	4.0	±0.2	
E5 – E9	99	±1	5	10	20	34	27	4	±3	3.7	±0.1	
Officers	100	±1	6	7	13	34	37	3	±6	3.9	±0.2	
USAFR	98	±1	5	8	16	31	34	6	±3	3.9	±0.1	
White	98	±2	5	8	16	31	35	5	±4	3.9	±0.1	
Total Minority	98	±2	5	7	16	31	33	8	±4	3.9	±0.1	
Black	99	±1	6	7	18	31	30	8	±5	3.8	±0.2	
Hispanic	98	±3	6	6	15	31	35	7	±7	3.9	±0.2	
Other Race/Ethnicity	98	±4	4	8	14	32	35	7	±6	3.9	±0.2	
Enlisted	98	±1	5	8	17	31	33	7	±4	3.9	±0.1	
E1 – E4	99	±2	4	3	16	32	33	11	±6	4.0	±0.2	
E5 – E9	98	±2	5	10	17	30	33	5	±4	3.8	±0.1	
Officers	100	±1	5	7	13	32	38	4	±6	4.0	±0.2	
USCGR	99	±1	4	7	16	36	34	4	±4	3.9	±0.1	
White	99	±1	3	6	15	38	34	4	±5	4.0	±0.2	
Total Minority	100	±1	4	10	18	29	34	4	±7	3.8	±0.2	
Black	100	±0	4	7	25	25	31	8	±18	3.8	±0.4	
Hispanic	100	±1	4	5	18	33	38	2	±9	4.0	±0.2	
Other Race/Ethnicity	100	±0	5	20	15	26	29	5	±15	3.6	±0.4	
Enlisted	100	±1	4	8	16	36	32	4	±5	3.9	±0.2	
E1 – E4	100	±1	3	6	22	38	28	2	±8	3.8	±0.2	
E5 – E9	99	±1	4	9	13	36	35	4	±6	3.9	±0.2	
Officers	98	±2	3	2	14	35	39	7	±6	4.1	±0.2	

Note. Percent responding are Reserve component members who answered the question. Average Extent does not include respondents who indicated "Don't know" in response to the question.

41. To what extent does your immediate supervisor at your military job...**d. Encourage subordinates to develop/maintain non-English language skills?**1. Not at all
4. Large extent2. Small extent
5. Very large extent3. Moderate extent
6. Don't know

	Percent Responding		Percentages						Max ME	Average Extent		
			1	2	3	4	5	6				
TOTAL DOD	99	±1	25	8	16	15	16	20	±2	2.8	±0.1	
Enlisted	99	±1	25	9	17	15	15	18	±2	2.8	±0.1	
E1 – E4	99	±1	23	9	18	15	17	17	±4	2.9	±0.2	
E5 – E9	99	±1	27	9	16	16	14	19	±2	2.8	±0.1	
Officers	99	±1	25	7	9	14	17	28	±3	2.9	±0.2	
O1 – O3	99	±1	25	7	9	15	18	25	±5	2.9	±0.2	
O4 – O6	99	±1	24	7	9	13	17	31	±4	2.9	±0.2	
Male	99	±1	25	9	16	16	16	19	±2	2.9	±0.1	
Female	100	±1	25	7	16	13	15	25	±3	2.8	±0.2	
White	99	±1	28	8	15	13	15	21	±2	2.8	±0.1	
Total Minority	99	±1	20	9	18	19	16	18	±2	3.0	±0.1	
Black	99	±1	19	10	18	19	16	18	±2	3.1	±0.1	
Hispanic	99	±1	19	8	20	21	17	17	±3	3.1	±0.1	
AIAN	99	±1	37	8	17	10	11	18	±16	2.4	±0.5	
Asian	99	±2	20	8	22	19	15	17	±5	3.0	±0.2	
NHPI	99	±1	18	8	13	19	29	13	±17	3.4	±0.5	
Two or More Races	100	±1	33	8	13	11	10	25	±9	2.4	±0.3	
AGR/FTS/AR	100	±1	30	9	14	13	15	19	±3	2.7	±0.2	
Other Selected Reserve	99	±1	25	8	16	15	16	20	±2	2.9	±0.1	
Reserve Unit	99	±1	25	8	16	15	16	20	±2	2.9	±0.1	
Military Technician	100	±1	33	9	14	15	13	17	±4	2.6	±0.2	
IMA	99	±1	18	5	8	14	20	35	±3	3.2	±0.1	
Not Activated Past 12 Months	99	±1	25	8	15	15	16	20	±2	2.9	±0.1	
Activated Past 12 Months	99	±1	25	9	17	16	14	19	±3	2.8	±0.2	
Not Deployed Past 12 Months	99	±1	25	8	15	15	16	20	±2	2.9	±0.1	
Deployed Past 12 Months	99	±1	26	10	18	16	11	18	±5	2.7	±0.2	
ARNG	99	±1	25	9	17	15	16	19	±3	2.8	±0.2	
White	100	±1	27	10	15	13	16	20	±4	2.7	±0.2	
Total Minority	99	±1	20	9	19	19	16	18	±4	3.0	±0.2	
Black	99	±2	17	12	19	21	15	17	±5	3.1	±0.2	
Hispanic	99	±1	17	7	20	21	17	18	±7	3.2	±0.2	
Other Race/Ethnicity	100	±1	30	6	17	12	15	20	±9	2.7	±0.3	
Enlisted	100	±1	24	9	18	15	15	19	±4	2.8	±0.2	
E1 – E4	100	±1	24	9	17	13	18	18	±6	2.9	±0.3	
E5 – E9	100	±1	24	10	18	16	13	19	±4	2.8	±0.2	
Officers	99	±2	29	9	10	13	18	22	±6	2.8	±0.2	
USAR	99	±1	23	9	18	16	15	19	±3	2.9	±0.2	
White	99	±1	25	8	17	14	15	21	±5	2.8	±0.2	
Total Minority	99	±1	20	10	19	20	16	16	±3	3.0	±0.1	
Black	99	±1	16	9	19	20	18	17	±4	3.2	±0.2	
Hispanic	99	±1	18	10	21	22	15	13	±5	3.1	±0.2	
Other Race/Ethnicity	100	±1	29	10	17	15	10	18	±10	2.6	±0.3	
Enlisted	99	±1	24	9	20	16	15	16	±4	2.9	±0.2	
E1 – E4	99	±2	23	9	22	16	15	15	±6	2.9	±0.2	
E5 – E9	99	±1	25	9	18	16	15	17	±4	2.8	±0.2	
Officers	100	±1	17	6	10	18	17	32	±6	3.1	±0.3	

Note. Percent responding are Reserve component members who answered the question. Average Extent does not include respondents who indicated "Don't know" in response to the question.

41d. Continued	Percent Responding		Percentages						Max ME	Average Extent		
			1	2	3	4	5	6				
USNR	99	±1	20	6	18	17	17	23	±3	3.1	±0.2	
White	99	±1	22	5	15	14	19	25	±5	3.0	±0.2	
Total Minority	99	±2	18	7	22	21	14	19	±4	3.1	±0.1	
Black	99	±1	21	7	20	18	12	21	±5	2.9	±0.2	
Hispanic	99	±1	17	5	22	22	16	18	±6	3.2	±0.2	
Other Race/Ethnicity	98	±4	15	7	26	23	12	17	±7	3.1	±0.2	
Enlisted	99	±1	21	6	20	18	16	19	±4	3.0	±0.2	
E1 – E4	99	±2	16	7	22	18	19	19	±8	3.2	±0.3	
E5 – E9	99	±1	23	5	19	18	15	19	±5	3.0	±0.2	
Officers	100	±1	17	6	11	12	19	35	±6	3.1	±0.3	
USMCR	99	±2	23	9	17	17	17	18	±5	3.0	±0.2	
White	99	±2	25	8	16	18	16	19	±7	2.9	±0.3	
Total Minority	98	±3	19	10	19	16	19	17	±6	3.1	±0.2	
Black	100	±0	21	10	22	17	17	13	±12	3.0	±0.4	
Hispanic	97	±5	16	9	21	17	20	17	±9	3.2	±0.3	
Other Race/Ethnicity	100	±0	27	15	9	11	19	19	±15	2.8	±0.4	
Enlisted	99	±2	23	9	18	17	16	17	±5	2.9	±0.2	
E1 – E4	98	±2	22	9	18	17	17	16	±7	3.0	±0.3	
E5 – E9	100	±1	25	10	16	17	15	18	±6	2.8	±0.2	
Officers	99	±1	19	6	9	15	21	30	±5	3.2	±0.2	
ANG	99	±1	33	7	11	14	13	21	±3	2.6	±0.1	
White	99	±1	35	7	11	13	12	22	±3	2.5	±0.2	
Total Minority	99	±1	26	8	14	15	17	20	±3	2.9	±0.2	
Black	99	±1	28	7	12	14	17	21	±4	2.8	±0.2	
Hispanic	99	±1	25	7	15	18	17	18	±6	2.9	±0.3	
Other Race/Ethnicity	99	±1	26	9	13	14	18	21	±6	2.8	±0.3	
Enlisted	99	±1	32	7	12	15	14	21	±3	2.6	±0.1	
E1 – E4	100	±1	25	6	16	18	19	16	±6	3.0	±0.2	
E5 – E9	99	±1	35	7	11	13	12	22	±3	2.5	±0.2	
Officers	99	±2	37	9	7	10	12	24	±6	2.3	±0.3	
USAFR	99	±1	27	7	11	14	19	22	±3	2.9	±0.2	
White	99	±1	29	7	10	13	19	23	±4	2.8	±0.2	
Total Minority	99	±1	24	6	13	18	19	21	±3	3.0	±0.2	
Black	99	±1	25	7	15	17	16	20	±5	2.9	±0.2	
Hispanic	99	±1	23	4	10	19	23	20	±7	3.2	±0.3	
Other Race/Ethnicity	98	±4	21	6	13	17	19	24	±6	3.1	±0.3	
Enlisted	99	±1	27	7	12	15	19	21	±3	2.9	±0.2	
E1 – E4	99	±1	24	6	14	17	20	20	±6	3.0	±0.2	
E5 – E9	99	±1	29	7	11	14	18	21	±4	2.8	±0.2	
Officers	100	±1	26	6	8	13	18	29	±6	2.9	±0.3	
USCGR	99	±1	25	8	12	17	19	19	±4	3.0	±0.2	
White	100	±1	26	8	12	17	18	20	±5	2.9	±0.2	
Total Minority	99	±2	22	8	14	17	21	18	±7	3.1	±0.3	
Black	98	±4	19	4	20	14	23	20	±18	3.2	±0.6	
Hispanic	98	±3	18	7	16	21	24	14	±9	3.3	±0.3	
Other Race/Ethnicity	100	±1	31	13	7	10	14	24	±14	2.5	±0.5	
Enlisted	99	±1	24	8	13	18	19	17	±5	3.0	±0.2	
E1 – E4	99	±1	27	6	16	19	18	14	±8	2.9	±0.3	
E5 – E9	99	±1	23	10	12	17	20	18	±6	3.0	±0.3	
Officers	100	±1	27	6	7	13	15	33	±6	2.7	±0.3	

Note. Percent responding are Reserve component members who answered the question. Average Extent does not include respondents who indicated "Don't know" in response to the question.

41. To what extent does your immediate supervisor at your military job...**e. Assign tasks so subordinates can learn new skills?**1. Not at all
4. Large extent2. Small extent
5. Very large extent3. Moderate extent
6. Don't know

	Percent Responding		Percentages						Max ME	Average Extent		
			1	2	3	4	5	6				
TOTAL DOD	99	±1	7	10	21	29	25	8	±2	3.6	±0.1	
Enlisted	99	±1	7	10	21	29	26	7	±2	3.6	±0.1	
E1 – E4	99	±1	6	9	20	27	28	9	±4	3.7	±0.1	
E5 – E9	99	±1	7	11	22	31	23	6	±2	3.6	±0.1	
Officers	99	±1	6	10	21	29	24	10	±3	3.6	±0.1	
O1 – O3	100	±1	6	9	21	30	23	10	±5	3.6	±0.2	
O4 – O6	99	±1	6	10	19	28	26	11	±4	3.7	±0.1	
Male	99	±1	6	10	21	30	26	7	±2	3.6	±0.1	
Female	100	±1	9	10	22	25	24	10	±4	3.5	±0.1	
White	99	±1	6	10	21	29	26	8	±2	3.6	±0.1	
Total Minority	99	±1	8	9	21	30	25	8	±2	3.6	±0.1	
Black	99	±1	7	8	21	30	26	7	±3	3.6	±0.1	
Hispanic	99	±1	7	9	20	30	25	8	±3	3.6	±0.1	
AIAN	99	±2	15	9	27	21	21	6	±18	3.3	±0.5	
Asian	98	±1	8	8	24	30	23	7	±5	3.6	±0.1	
NHPI	99	±1	7	7	16	25	37	8	±15	3.8	±0.4	
Two or More Races	98	±4	14	11	19	31	17	8	±9	3.3	±0.3	
AGR/FTS/AR	99	±1	7	13	24	29	21	5	±3	3.5	±0.1	
Other Selected Reserve	99	±1	7	9	21	29	26	8	±2	3.6	±0.1	
Reserve Unit	99	±1	7	9	21	29	26	8	±2	3.6	±0.1	
Military Technician	99	±1	8	9	26	29	22	5	±4	3.5	±0.1	
IMA	99	±1	4	7	16	26	29	17	±3	3.8	±0.1	
Not Activated Past 12 Months	99	±1	7	9	21	29	26	7	±2	3.6	±0.1	
Activated Past 12 Months	99	±1	6	11	21	29	24	9	±3	3.6	±0.1	
Not Deployed Past 12 Months	99	±1	6	9	21	30	26	7	±2	3.6	±0.1	
Deployed Past 12 Months	100	±1	7	12	23	28	20	10	±4	3.4	±0.2	
ARNG	99	±1	6	9	21	31	25	8	±3	3.6	±0.1	
White	99	±1	6	10	21	31	25	7	±4	3.6	±0.1	
Total Minority	99	±1	8	7	21	31	24	8	±4	3.6	±0.1	
Black	99	±2	8	8	21	32	24	8	±5	3.6	±0.2	
Hispanic	99	±1	7	7	19	32	25	10	±7	3.7	±0.2	
Other Race/Ethnicity	99	±1	12	7	23	28	23	7	±9	3.4	±0.3	
Enlisted	99	±1	6	9	21	31	25	8	±4	3.6	±0.1	
E1 – E4	99	±2	6	9	20	29	26	10	±6	3.7	±0.2	
E5 – E9	100	±1	7	10	22	33	23	5	±4	3.6	±0.1	
Officers	99	±2	6	10	23	29	25	7	±6	3.6	±0.2	
USAR	99	±1	8	11	21	27	24	9	±3	3.5	±0.1	
White	100	±1	7	11	22	24	25	10	±5	3.5	±0.2	
Total Minority	98	±2	10	10	21	29	23	7	±3	3.5	±0.1	
Black	99	±1	7	9	19	30	27	8	±4	3.7	±0.2	
Hispanic	99	±1	9	12	21	29	22	6	±5	3.5	±0.2	
Other Race/Ethnicity	97	±5	16	11	22	26	17	8	±10	3.2	±0.3	
Enlisted	99	±1	8	11	22	26	25	8	±4	3.5	±0.1	
E1 – E4	99	±2	7	11	22	23	28	9	±6	3.6	±0.2	
E5 – E9	99	±1	9	11	22	29	22	7	±4	3.5	±0.1	
Officers	100	±1	8	10	19	31	20	12	±6	3.5	±0.2	

Note. Percent responding are Reserve component members who answered the question. Average Extent does not include respondents who indicated "Don't know" in response to the question.

41e. Continued	Percent Responding		Percentages						Max ME	Average Extent		
			1	2	3	4	5	6				
USNR	100	±1	5	8	24	31	24	8	±4	3.7	±0.1	
White	100	±1	5	8	23	30	25	9	±5	3.7	±0.2	
Total Minority	99	±1	6	8	25	31	23	7	±4	3.6	±0.1	
Black	99	±1	7	7	26	26	25	9	±5	3.6	±0.2	
Hispanic	100	±1	5	9	24	33	24	6	±6	3.7	±0.2	
Other Race/Ethnicity	99	±1	6	8	25	36	20	6	±7	3.6	±0.2	
Enlisted	100	±1	6	8	25	31	23	7	±4	3.6	±0.1	
E1 – E4	100	±1	8	4	24	27	30	7	±8	3.7	±0.2	
E5 – E9	100	±1	5	10	25	32	21	7	±5	3.6	±0.2	
Officers	100	±1	4	7	20	30	28	12	±6	3.8	±0.2	
USMCR	100	±1	7	6	22	28	30	7	±5	3.7	±0.2	
White	100	±1	8	6	22	29	30	6	±7	3.7	±0.2	
Total Minority	99	±1	7	6	21	28	31	8	±6	3.8	±0.2	
Black	100	±1	6	8	25	26	29	5	±14	3.7	±0.2	
Hispanic	99	±1	5	2	23	29	32	8	±9	3.9	±0.2	
Other Race/Ethnicity	99	±1	12	12	12	25	28	11	±17	3.5	±0.4	
Enlisted	100	±1	8	5	22	28	30	6	±6	3.7	±0.2	
E1 – E4	100	±1	7	4	23	27	32	7	±7	3.8	±0.2	
E5 – E9	100	±1	9	9	20	30	27	5	±6	3.6	±0.2	
Officers	98	±2	4	8	16	29	30	14	±5	3.9	±0.2	
ANG	99	±1	6	12	22	30	26	6	±3	3.6	±0.1	
White	99	±1	6	12	22	30	25	6	±3	3.6	±0.1	
Total Minority	99	±1	7	9	21	29	28	6	±3	3.7	±0.1	
Black	99	±1	7	11	21	27	30	4	±4	3.6	±0.2	
Hispanic	99	±1	8	8	20	29	28	7	±6	3.6	±0.2	
Other Race/Ethnicity	99	±1	4	9	21	32	28	6	±7	3.8	±0.2	
Enlisted	99	±1	6	11	22	30	26	5	±3	3.6	±0.1	
E1 – E4	99	±2	3	6	17	32	36	5	±6	4.0	±0.2	
E5 – E9	99	±1	7	13	23	30	22	5	±3	3.5	±0.1	
Officers	100	±0	5	15	21	27	23	9	±6	3.5	±0.2	
USAFR	99	±1	5	10	19	28	29	9	±3	3.7	±0.1	
White	99	±1	5	10	19	28	29	9	±4	3.7	±0.1	
Total Minority	99	±1	6	10	18	28	29	9	±3	3.7	±0.1	
Black	99	±1	7	8	19	30	27	9	±5	3.7	±0.2	
Hispanic	99	±1	5	13	18	25	29	10	±7	3.7	±0.2	
Other Race/Ethnicity	98	±4	6	10	16	27	32	8	±6	3.8	±0.2	
Enlisted	98	±1	5	10	19	29	29	8	±3	3.7	±0.1	
E1 – E4	99	±2	3	6	17	33	31	9	±6	3.9	±0.2	
E5 – E9	98	±2	6	11	20	27	29	7	±4	3.7	±0.1	
Officers	100	±1	6	9	19	25	26	14	±6	3.7	±0.2	
USCGR	100	±1	5	9	21	31	30	5	±4	3.8	±0.1	
White	100	±1	4	7	21	33	30	4	±5	3.8	±0.2	
Total Minority	99	±2	6	13	19	25	30	6	±7	3.6	±0.2	
Black	100	±0	8	13	17	17	37	8	±22	3.7	±0.6	
Hispanic	99	±2	4	8	25	28	31	4	±9	3.8	±0.3	
Other Race/Ethnicity	99	±3	9	23	12	23	26	7	±15	3.4	±0.4	
Enlisted	100	±1	5	9	19	31	32	4	±5	3.8	±0.2	
E1 – E4	99	±1	4	10	18	34	32	2	±8	3.8	±0.2	
E5 – E9	100	±0	5	9	20	29	32	5	±6	3.8	±0.2	
Officers	99	±1	4	6	26	33	22	9	±6	3.7	±0.2	

Note. Percent responding are Reserve component members who answered the question. Average Extent does not include respondents who indicated "Don't know" in response to the question.

42. How much do you agree or disagree with the following statements about the people you work with at your military workplace?

a. There is very little conflict among your coworkers.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	3	9	18	44	26	±2	3.8	±0.1	
Enlisted	100	±1	3	9	19	43	26	±2	3.8	±0.1	
E1 – E4	100	±1	3	7	19	41	29	±4	3.9	±0.1	
E5 – E9	99	±1	3	10	19	45	23	±2	3.8	±0.1	
Officers	99	±1	2	8	16	49	26	±3	3.9	±0.1	
O1 – O3	100	±1	2	8	18	49	22	±5	3.8	±0.1	
O4 – O6	99	±1	1	9	13	47	30	±4	4.0	±0.1	
Male	100	±1	3	8	18	45	26	±2	3.9	±0.1	
Female	100	±1	5	12	22	38	24	±4	3.6	±0.1	
White	100	±1	2	7	17	46	27	±3	3.9	±0.1	
Total Minority	99	±1	4	10	21	41	24	±2	3.7	±0.1	
Black	99	±1	4	10	19	41	25	±3	3.7	±0.1	
Hispanic	100	±1	3	11	20	42	24	±3	3.7	±0.1	
AIAN	100	±1	1	10	23	38	28	±15	3.8	±0.3	
Asian	99	±1	3	11	23	42	22	±5	3.7	±0.1	
NHPI	100	±1	6	10	20	36	28	±17	3.7	±0.4	
Two or More Races	100	±1	8	8	26	39	19	±9	3.5	±0.2	
AGR/FTS/AR	99	±1	4	14	17	41	24	±4	3.7	±0.1	
Other Selected Reserve	100	±1	3	8	19	45	26	±2	3.8	±0.1	
Reserve Unit	100	±1	3	8	19	45	26	±2	3.8	±0.1	
Military Technician	99	±1	3	9	20	46	21	±4	3.7	±0.1	
IMA	99	±1	2	5	15	42	36	±3	4.0	±0.1	
Not Activated Past 12 Months	100	±1	3	8	18	44	27	±2	3.9	±0.1	
Activated Past 12 Months	100	±1	4	11	20	44	22	±4	3.7	±0.1	
Not Deployed Past 12 Months	100	±1	3	8	18	44	27	±2	3.8	±0.1	
Deployed Past 12 Months	100	±1	4	12	21	44	19	±5	3.6	±0.1	
ARNG	100	±1	3	8	18	45	27	±3	3.8	±0.1	
White	100	±1	2	7	17	47	27	±4	3.9	±0.1	
Total Minority	100	±1	4	11	20	40	25	±4	3.7	±0.1	
Black	99	±1	4	11	18	41	26	±5	3.7	±0.2	
Hispanic	100	±1	2	12	20	40	26	±7	3.8	±0.2	
Other Race/Ethnicity	99	±1	7	10	22	39	23	±9	3.6	±0.3	
Enlisted	100	±1	3	8	18	44	27	±4	3.8	±0.1	
E1 – E4	100	±1	3	7	19	39	32	±6	3.9	±0.2	
E5 – E9	100	±1	3	9	18	48	23	±4	3.8	±0.1	
Officers	99	±2	1	8	15	54	22	±6	3.9	±0.1	
USAR	99	±1	4	8	22	44	22	±4	3.7	±0.1	
White	99	±1	3	6	22	46	22	±6	3.8	±0.1	
Total Minority	99	±1	5	11	23	41	21	±3	3.6	±0.1	
Black	99	±1	4	11	20	41	23	±5	3.7	±0.1	
Hispanic	100	±1	4	11	22	43	19	±5	3.6	±0.1	
Other Race/Ethnicity	100	±1	6	10	30	37	18	±9	3.5	±0.2	
Enlisted	99	±1	4	8	23	44	21	±4	3.7	±0.1	
E1 – E4	100	±1	3	6	23	45	22	±6	3.8	±0.2	
E5 – E9	99	±1	5	10	22	42	20	±4	3.6	±0.1	
Officers	99	±2	3	9	21	44	24	±6	3.8	±0.2	

Note. Percent responding are Reserve component members who answered the question.

42a. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
USNR	99	±1	1	7	15	46	31	±4	4.0	±0.1	
White	99	±1	1	6	13	46	33	±6	4.1	±0.1	
Total Minority	100	±1	2	8	18	45	28	±4	3.9	±0.1	
Black	100	±1	1	6	19	43	30	±5	3.9	±0.1	
Hispanic	100	±1	2	7	17	46	28	±6	3.9	±0.1	
Other Race/Ethnicity	99	±1	2	10	17	46	25	±7	3.8	±0.2	
Enlisted	99	±1	1	7	16	46	29	±4	3.9	±0.1	
E1 – E4	99	±1	2	9	15	38	36	±8	4.0	±0.2	
E5 – E9	99	±1	1	7	16	49	27	±5	3.9	±0.1	
Officers	99	±1	0	5	11	46	37	±6	4.2	±0.1	
USMCR	100	±1	2	10	15	44	28	±5	3.9	±0.1	
White	100	±1	2	9	13	48	28	±7	3.9	±0.2	
Total Minority	100	±1	3	11	20	38	28	±6	3.8	±0.2	
Black	99	±2	1	13	19	37	29	±13	3.8	±0.3	
Hispanic	100	±1	4	11	20	39	26	±9	3.7	±0.3	
Other Race/Ethnicity	100	±0	5	11	19	35	30	±17	3.8	±0.3	
Enlisted	100	±1	2	11	16	44	27	±6	3.8	±0.2	
E1 – E4	100	±1	3	11	17	43	27	±8	3.8	±0.2	
E5 – E9	100	±1	2	11	12	48	27	±6	3.9	±0.2	
Officers	100	±1	2	4	12	43	40	±5	4.2	±0.1	
ANG	100	±1	3	11	17	43	25	±3	3.8	±0.1	
White	100	±1	3	12	17	43	26	±3	3.8	±0.1	
Total Minority	100	±1	5	10	20	41	24	±4	3.7	±0.1	
Black	99	±1	7	9	17	41	26	±5	3.7	±0.2	
Hispanic	100	±1	5	13	21	39	22	±7	3.6	±0.2	
Other Race/Ethnicity	100	±1	2	9	22	44	24	±7	3.8	±0.2	
Enlisted	100	±1	3	12	18	42	26	±3	3.8	±0.1	
E1 – E4	100	±1	2	7	16	41	34	±6	4.0	±0.2	
E5 – E9	100	±1	4	13	18	42	23	±3	3.7	±0.1	
Officers	100	±0	2	11	17	49	22	±6	3.8	±0.2	
USAFR	99	±1	3	9	17	42	30	±3	3.9	±0.1	
White	99	±1	2	8	15	43	32	±4	3.9	±0.1	
Total Minority	100	±1	3	10	19	42	26	±4	3.8	±0.1	
Black	100	±1	4	9	19	41	27	±5	3.8	±0.1	
Hispanic	100	±1	2	10	18	45	25	±7	3.8	±0.2	
Other Race/Ethnicity	100	±0	2	12	19	41	26	±7	3.8	±0.2	
Enlisted	99	±1	3	9	18	41	30	±4	3.9	±0.1	
E1 – E4	100	±0	2	6	19	40	34	±6	4.0	±0.2	
E5 – E9	99	±1	3	10	17	42	28	±4	3.8	±0.1	
Officers	99	±1	2	8	12	47	30	±6	4.0	±0.2	
USCGR	100	±1	2	4	14	48	33	±5	4.1	±0.1	
White	100	±1	2	4	12	49	34	±5	4.1	±0.1	
Total Minority	100	±1	2	5	19	43	30	±7	3.9	±0.2	
Black	100	±0	3	12	9	51	25	±19	3.8	±0.4	
Hispanic	99	±1	0	0	25	40	34	±9	4.1	±0.2	
Other Race/Ethnicity	100	±0	5	9	15	44	28	±14	3.8	±0.3	
Enlisted	100	±0	2	4	14	48	32	±5	4.0	±0.1	
E1 – E4	100	±0	2	5	16	47	31	±8	4.0	±0.2	
E5 – E9	100	±0	2	4	12	49	33	±6	4.1	±0.2	
Officers	99	±1	1	3	13	47	35	±7	4.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

42. How much do you agree or disagree with the following statements about the people you work with at your military workplace?

b. Your coworkers put in the effort required for their jobs.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	3	7	18	46	25	±2	3.8	±0.1	
Enlisted	98	±1	3	8	19	46	25	±2	3.8	±0.1	
E1 – E4	99	±1	3	7	21	41	27	±4	3.8	±0.1	
E5 – E9	98	±1	3	8	17	49	23	±2	3.8	±0.1	
Officers	99	±1	2	6	14	49	29	±3	4.0	±0.1	
O1 – O3	99	±1	3	7	16	48	26	±5	3.9	±0.1	
O4 – O6	99	±1	1	5	12	49	34	±4	4.1	±0.1	
Male	98	±1	3	7	18	47	26	±2	3.9	±0.1	
Female	99	±1	3	10	22	43	23	±4	3.7	±0.1	
White	99	±1	3	8	18	46	26	±3	3.8	±0.1	
Total Minority	98	±1	3	7	19	47	25	±2	3.8	±0.1	
Black	98	±1	3	6	19	46	27	±3	3.9	±0.1	
Hispanic	99	±1	3	8	17	47	25	±3	3.8	±0.1	
AIAN	99	±1	3	3	23	42	28	±15	3.9	±0.3	
Asian	99	±1	2	8	18	49	23	±4	3.8	±0.1	
NHPI	98	±2	5	4	18	41	32	±17	3.9	±0.4	
Two or More Races	99	±1	4	7	23	47	19	±8	3.7	±0.2	
AGR/FTS/AR	99	±1	3	10	18	45	25	±4	3.8	±0.1	
Other Selected Reserve	99	±1	3	7	18	46	26	±2	3.9	±0.1	
Reserve Unit	99	±1	3	7	18	46	25	±2	3.8	±0.1	
Military Technician	98	±2	3	7	17	51	22	±4	3.8	±0.1	
IMA	99	±1	1	3	12	45	39	±3	4.2	±0.1	
Not Activated Past 12 Months	99	±1	3	7	18	46	26	±2	3.9	±0.1	
Activated Past 12 Months	99	±1	3	8	20	46	24	±4	3.8	±0.1	
Not Deployed Past 12 Months	99	±1	3	7	18	46	27	±2	3.9	±0.1	
Deployed Past 12 Months	99	±1	3	8	20	49	19	±5	3.7	±0.1	
ARNG	99	±1	3	7	19	46	25	±3	3.8	±0.1	
White	99	±2	3	7	19	46	25	±4	3.8	±0.1	
Total Minority	99	±1	3	7	19	46	25	±4	3.8	±0.1	
Black	98	±2	3	5	18	49	25	±5	3.9	±0.1	
Hispanic	99	±1	4	8	19	43	26	±7	3.8	±0.2	
Other Race/Ethnicity	99	±1	4	8	22	44	22	±8	3.7	±0.2	
Enlisted	99	±1	3	7	20	45	25	±4	3.8	±0.1	
E1 – E4	99	±2	3	6	24	40	27	±6	3.8	±0.2	
E5 – E9	98	±1	3	7	16	51	23	±4	3.8	±0.1	
Officers	99	±2	2	8	15	48	28	±6	3.9	±0.2	
USAR	99	±1	4	9	20	45	22	±4	3.7	±0.1	
White	99	±1	4	9	21	44	21	±6	3.7	±0.2	
Total Minority	98	±1	3	8	19	47	23	±3	3.8	±0.1	
Black	97	±2	2	7	21	43	26	±5	3.8	±0.1	
Hispanic	97	±2	3	10	14	52	21	±5	3.8	±0.1	
Other Race/Ethnicity	99	±1	5	7	23	46	19	±8	3.7	±0.2	
Enlisted	98	±1	4	9	21	44	22	±4	3.7	±0.1	
E1 – E4	99	±1	5	9	21	42	23	±6	3.7	±0.2	
E5 – E9	98	±2	3	9	21	46	20	±4	3.7	±0.1	
Officers	100	±1	4	6	16	51	23	±6	3.8	±0.2	

Note. Percent responding are Reserve component members who answered the question.

42b. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
USNR	99	±1	2	5	16	49	29	±4	4.0	±0.1	
White	99	±2	2	5	14	48	30	±5	4.0	±0.1	
Total Minority	99	±1	1	4	19	49	27	±4	4.0	±0.1	
Black	97	±2	1	2	20	49	28	±5	4.0	±0.1	
Hispanic	99	±1	1	4	18	50	27	±6	4.0	±0.1	
Other Race/Ethnicity	99	±1	1	5	19	49	27	±7	4.0	±0.2	
Enlisted	99	±1	2	5	17	49	27	±4	3.9	±0.1	
E1 – E4	98	±3	2	7	17	40	33	±8	4.0	±0.2	
E5 – E9	99	±1	2	4	17	53	24	±5	3.9	±0.1	
Officers	99	±2	1	2	14	47	37	±6	4.2	±0.1	
USMCR	99	±1	2	9	16	46	28	±5	3.9	±0.1	
White	99	±2	2	9	15	47	27	±7	3.9	±0.2	
Total Minority	99	±1	2	8	17	44	30	±6	3.9	±0.2	
Black	98	±2	0	11	17	42	29	±14	3.9	±0.3	
Hispanic	99	±1	2	7	17	47	27	±9	3.9	±0.2	
Other Race/Ethnicity	99	±2	2	4	17	38	38	±14	4.1	±0.3	
Enlisted	99	±1	2	9	17	46	27	±6	3.9	±0.2	
E1 – E4	100	±1	2	10	18	44	26	±8	3.8	±0.2	
E5 – E9	98	±4	2	8	13	49	28	±6	3.9	±0.1	
Officers	98	±2	2	4	9	46	39	±5	4.2	±0.1	
ANG	98	±1	2	8	16	48	26	±3	3.9	±0.1	
White	98	±1	2	8	16	48	27	±3	3.9	±0.1	
Total Minority	98	±1	2	8	17	48	26	±4	3.9	±0.1	
Black	96	±2	2	6	15	47	29	±5	3.9	±0.1	
Hispanic	99	±1	2	9	18	46	25	±6	3.8	±0.2	
Other Race/Ethnicity	99	±1	2	8	16	50	24	±6	3.9	±0.2	
Enlisted	98	±1	2	8	16	47	26	±3	3.9	±0.1	
E1 – E4	99	±2	1	5	16	43	36	±6	4.1	±0.2	
E5 – E9	98	±1	2	10	17	49	23	±3	3.8	±0.1	
Officers	99	±2	1	4	12	53	30	±6	4.1	±0.1	
USAFR	99	±1	2	7	14	47	31	±3	4.0	±0.1	
White	99	±1	2	8	12	47	31	±4	4.0	±0.1	
Total Minority	98	±1	2	6	16	47	29	±4	4.0	±0.1	
Black	98	±2	2	5	15	46	32	±5	4.0	±0.1	
Hispanic	99	±1	1	7	19	45	28	±7	3.9	±0.2	
Other Race/Ethnicity	99	±1	2	5	15	51	27	±7	4.0	±0.1	
Enlisted	99	±1	2	8	14	46	30	±4	3.9	±0.1	
E1 – E4	99	±2	3	4	15	44	34	±6	4.0	±0.2	
E5 – E9	98	±1	2	10	14	47	28	±4	3.9	±0.1	
Officers	99	±1	1	3	12	50	35	±6	4.2	±0.1	
USCGR	99	±1	1	3	12	52	33	±5	4.1	±0.1	
White	99	±2	1	3	11	51	35	±5	4.2	±0.1	
Total Minority	99	±1	1	2	12	56	27	±7	4.1	±0.2	
Black	100	±0	NR	2	12	57	29	±19	4.1	±0.3	
Hispanic	99	±1	0	1	11	59	28	±9	4.1	±0.2	
Other Race/Ethnicity	99	±2	5	5	14	51	25	±14	3.9	±0.3	
Enlisted	99	±1	1	3	12	52	32	±5	4.1	±0.1	
E1 – E4	99	±2	1	2	13	53	31	±8	4.1	±0.2	
E5 – E9	99	±2	1	3	12	52	32	±6	4.1	±0.1	
Officers	99	±2	0	2	9	51	37	±7	4.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

42. How much do you agree or disagree with the following statements about the people you work with at your military workplace?

c. The people in your work group tend to get along.



















































1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	1	3	13	52	31	±2	4.1	±0.1	
Enlisted	99	±1	2	3	14	51	30	±2	4.1	±0.1	
E1 – E4	99	±1	2	3	14	48	33	±4	4.1	±0.1	
E5 – E9	99	±1	2	4	13	53	28	±2	4.0	±0.1	
Officers	99	±1	1	3	10	55	32	±3	4.1	±0.1	
O1 – O3	100	±1	1	3	12	55	30	±5	4.1	±0.1	
O4 – O6	98	±1	1	3	8	53	35	±4	4.2	±0.1	
Male	99	±1	1	2	13	52	32	±2	4.1	±0.1	
Female	99	±1	2	7	16	49	26	±4	3.9	±0.1	
White	99	±1	1	3	12	53	32	±3	4.1	±0.1	
Total Minority	99	±1	2	4	16	50	28	±2	4.0	±0.1	
Black	98	±1	2	5	16	48	30	±3	4.0	±0.1	
Hispanic	99	±1	2	4	15	51	28	±3	4.0	±0.1	
AIAN	98	±2	1	4	18	45	32	±14	4.0	±0.2	
Asian	99	±1	1	4	17	51	27	±4	4.0	±0.1	
NHPI	99	±1	4	4	16	44	32	±16	4.0	±0.3	
Two or More Races	99	±1	4	2	19	52	23	±8	3.9	±0.2	
AGR/FTS/AR	99	±1	2	5	13	51	29	±4	4.0	±0.1	
Other Selected Reserve	99	±1	1	3	13	52	31	±2	4.1	±0.1	
Reserve Unit	99	±1	1	3	13	52	31	±2	4.1	±0.1	
Military Technician	99	±1	2	4	13	55	27	±4	4.0	±0.1	
IMA	99	±1	1	2	11	48	39	±3	4.2	±0.1	
Not Activated Past 12 Months	99	±1	1	3	13	51	32	±2	4.1	±0.1	
Activated Past 12 Months	99	±1	1	5	15	54	25	±4	4.0	±0.1	
Not Deployed Past 12 Months	99	±1	1	3	13	51	32	±2	4.1	±0.1	
Deployed Past 12 Months	99	±1	1	6	15	57	21	±5	3.9	±0.1	
ARNG	99	±1	1	3	13	52	31	±3	4.1	±0.1	
White	99	±1	1	2	11	53	32	±4	4.1	±0.1	
Total Minority	99	±1	2	4	16	50	28	±4	4.0	±0.1	
Black	99	±1	2	4	17	46	31	±5	4.0	±0.1	
Hispanic	100	±1	2	4	14	52	28	±7	4.0	±0.1	
Other Race/Ethnicity	99	±1	2	4	18	51	25	±8	3.9	±0.2	
Enlisted	99	±1	2	3	13	51	31	±4	4.1	±0.1	
E1 – E4	100	±1	1	3	14	46	35	±6	4.1	±0.1	
E5 – E9	99	±1	2	3	12	55	28	±4	4.0	±0.1	
Officers	99	±2	0	3	10	57	29	±6	4.1	±0.1	
USAR	99	±1	2	4	15	52	27	±4	4.0	±0.1	
White	99	±1	2	3	13	55	27	±6	4.0	±0.1	
Total Minority	98	±1	2	5	18	49	26	±3	3.9	±0.1	
Black	97	±2	2	5	16	48	28	±5	4.0	±0.1	
Hispanic	98	±1	2	5	18	50	25	±5	3.9	±0.1	
Other Race/Ethnicity	99	±2	5	2	22	50	21	±8	3.8	±0.2	
Enlisted	98	±1	2	4	16	52	27	±4	4.0	±0.1	
E1 – E4	99	±1	3	3	14	52	28	±6	4.0	±0.2	
E5 – E9	98	±2	2	4	17	51	25	±4	3.9	±0.1	
Officers	99	±1	1	5	13	55	27	±6	4.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

42c. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
USNR	99	±1	0	2	11	52	34	±4	4.2	±0.1	
White	99	±2	0	2	10	52	37	±6	4.2	±0.1	
Total Minority	99	±1	0	3	14	52	31	±4	4.1	±0.1	
Black	99	±1	0	3	15	52	30	±5	4.1	±0.1	
Hispanic	99	±1	1	3	12	52	32	±6	4.1	±0.1	
Other Race/Ethnicity	98	±2	1	2	16	51	30	±8	4.1	±0.2	
Enlisted	99	±1	0	2	13	53	32	±4	4.1	±0.1	
E1 – E4	98	±2	1	4	11	45	38	±8	4.1	±0.2	
E5 – E9	99	±2	0	1	13	55	30	±5	4.1	±0.1	
Officers	99	±1	0	1	7	49	43	±6	4.3	±0.1	
USMCR	99	±2	1	3	16	47	33	±5	4.1	±0.1	
White	98	±2	2	3	16	46	33	±7	4.1	±0.2	
Total Minority	99	±1	1	4	14	49	32	±6	4.1	±0.1	
Black	99	±1	0	8	12	47	33	±16	4.0	±0.3	
Hispanic	99	±1	1	2	16	50	31	±9	4.1	±0.2	
Other Race/Ethnicity	99	±2	1	4	12	48	35	±13	4.1	±0.2	
Enlisted	99	±2	2	3	17	47	31	±6	4.0	±0.1	
E1 – E4	99	±2	2	3	18	46	31	±8	4.0	±0.2	
E5 – E9	99	±1	1	4	13	50	32	±6	4.1	±0.1	
Officers	99	±1	1	2	7	45	46	±5	4.3	±0.1	
ANG	99	±1	1	5	12	52	30	±3	4.1	±0.1	
White	99	±1	1	5	11	53	31	±3	4.1	±0.1	
Total Minority	98	±1	1	5	14	51	29	±4	4.0	±0.1	
Black	98	±2	2	5	12	51	30	±5	4.0	±0.1	
Hispanic	98	±3	1	6	16	49	28	±6	4.0	±0.1	
Other Race/Ethnicity	99	±2	0	4	14	53	29	±6	4.1	±0.1	
Enlisted	99	±1	1	5	12	52	30	±3	4.1	±0.1	
E1 – E4	100	±1	0	4	12	47	37	±6	4.2	±0.1	
E5 – E9	99	±1	1	5	13	54	27	±3	4.0	±0.1	
Officers	99	±1	1	3	9	54	33	±6	4.2	±0.1	
USAFR	99	±1	1	3	12	49	34	±3	4.1	±0.1	
White	99	±1	1	2	11	50	35	±4	4.2	±0.1	
Total Minority	99	±1	1	4	15	47	32	±4	4.1	±0.1	
Black	99	±1	2	5	14	44	34	±5	4.0	±0.1	
Hispanic	99	±3	1	3	15	53	28	±7	4.0	±0.1	
Other Race/Ethnicity	99	±1	1	3	15	46	35	±7	4.1	±0.1	
Enlisted	99	±1	1	3	13	48	34	±4	4.1	±0.1	
E1 – E4	99	±1	1	3	12	47	38	±6	4.2	±0.1	
E5 – E9	98	±1	2	3	14	48	33	±4	4.1	±0.1	
Officers	99	±1	1	2	7	55	35	±6	4.2	±0.1	
USCGR	99	±1	0	2	10	51	37	±5	4.2	±0.1	
White	100	±1	0	2	8	52	38	±5	4.2	±0.1	
Total Minority	99	±1	2	1	14	49	34	±7	4.1	±0.2	
Black	100	±0	1	3	12	48	35	±19	4.1	±0.3	
Hispanic	99	±1	1	0	14	50	35	±9	4.2	±0.2	
Other Race/Ethnicity	99	±2	4	1	15	48	32	±18	4.0	±0.3	
Enlisted	99	±1	0	2	10	52	36	±5	4.2	±0.1	
E1 – E4	99	±1	0	2	11	52	35	±8	4.2	±0.2	
E5 – E9	99	±2	1	2	9	51	37	±6	4.2	±0.1	
Officers	99	±2	0	1	8	49	42	±7	4.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

42. How much do you agree or disagree with the following statements about the people you work with at your military workplace?

d. The people in your work group are willing to help each other.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	2	4	14	48	33	±2	4.1	±0.1	
Enlisted	99	±1	2	4	15	47	33	±2	4.0	±0.1	
E1 – E4	98	±1	2	3	14	44	35	±4	4.1	±0.1	
E5 – E9	99	±1	2	4	15	49	30	±2	4.0	±0.1	
Officers	99	±1	1	3	10	50	35	±3	4.2	±0.1	
O1 – O3	100	±1	1	4	12	51	32	±5	4.1	±0.1	
O4 – O6	98	±1	1	2	8	48	40	±4	4.3	±0.1	
Male	99	±1	2	3	13	48	34	±2	4.1	±0.1	
Female	99	±1	3	7	17	44	29	±4	3.9	±0.1	
White	99	±1	2	3	13	48	34	±3	4.1	±0.1	
Total Minority	99	±1	2	4	16	48	31	±2	4.0	±0.1	
Black	99	±1	2	4	16	47	31	±3	4.0	±0.1	
Hispanic	99	±1	2	4	15	48	31	±4	4.0	±0.1	
AIAN	98	±4	1	4	15	46	34	±14	4.1	±0.2	
Asian	99	±1	1	4	16	49	31	±4	4.0	±0.1	
NHPI	99	±1	2	9	12	38	40	±14	4.1	±0.3	
Two or More Races	99	±1	3	2	18	52	24	±8	3.9	±0.2	
AGR/FTS/AR	99	±1	2	5	15	47	31	±4	4.0	±0.1	
Other Selected Reserve	99	±1	2	3	14	48	33	±2	4.1	±0.1	
Reserve Unit	99	±1	2	3	14	48	33	±2	4.1	±0.1	
Military Technician	100	±1	2	4	15	51	28	±4	4.0	±0.1	
IMA	98	±1	1	2	11	42	44	±3	4.3	±0.1	
Not Activated Past 12 Months	99	±1	2	3	13	47	34	±2	4.1	±0.1	
Activated Past 12 Months	98	±2	2	4	15	50	29	±4	4.0	±0.1	
Not Deployed Past 12 Months	99	±1	2	3	14	47	34	±2	4.1	±0.1	
Deployed Past 12 Months	98	±2	2	5	15	52	25	±5	3.9	±0.1	
ARNG	99	±1	2	3	14	47	33	±3	4.1	±0.1	
White	99	±2	2	3	13	47	35	±4	4.1	±0.1	
Total Minority	99	±1	3	3	16	48	30	±4	4.0	±0.1	
Black	99	±1	3	3	16	47	30	±5	4.0	±0.1	
Hispanic	99	±1	3	3	16	47	32	±7	4.0	±0.2	
Other Race/Ethnicity	99	±1	2	4	15	50	28	±8	4.0	±0.2	
Enlisted	99	±1	2	3	14	47	33	±4	4.1	±0.1	
E1 – E4	98	±2	3	3	14	43	37	±6	4.1	±0.2	
E5 – E9	99	±1	2	3	14	50	30	±4	4.0	±0.1	
Officers	100	±1	2	3	10	51	34	±6	4.1	±0.1	
USAR	98	±1	2	4	17	48	30	±4	4.0	±0.1	
White	98	±2	2	3	16	48	31	±6	4.0	±0.1	
Total Minority	99	±1	2	4	18	48	28	±3	4.0	±0.1	
Black	98	±2	2	4	17	46	31	±5	4.0	±0.1	
Hispanic	99	±1	2	5	16	49	28	±5	4.0	±0.1	
Other Race/Ethnicity	99	±2	3	4	21	48	25	±9	3.9	±0.2	
Enlisted	98	±2	2	4	17	47	30	±4	4.0	±0.1	
E1 – E4	98	±2	3	3	16	46	31	±6	4.0	±0.2	
E5 – E9	99	±1	2	4	18	48	28	±4	4.0	±0.1	
Officers	98	±2	1	5	13	51	31	±6	4.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

42d. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
USNR	99	±1	1	2	14	47	36	±4	4.2	±0.1	
White	99	±2	1	1	14	46	38	±6	4.2	±0.1	
Total Minority	99	±1	1	3	15	48	34	±4	4.1	±0.1	
Black	99	±2	0	3	14	51	32	±5	4.1	±0.1	
Hispanic	99	±1	1	3	15	47	34	±6	4.1	±0.1	
Other Race/Ethnicity	99	±1	1	2	17	45	36	±8	4.1	±0.2	
Enlisted	99	±1	1	2	16	47	34	±4	4.1	±0.1	
E1 – E4	99	±1	1	2	16	41	40	±8	4.2	±0.2	
E5 – E9	99	±2	1	2	16	50	32	±5	4.1	±0.1	
Officers	99	±2	0	2	8	44	46	±6	4.3	±0.1	
USMCR	99	±1	1	4	13	46	35	±5	4.1	±0.1	
White	99	±1	2	4	14	45	35	±7	4.1	±0.2	
Total Minority	99	±1	1	5	13	47	35	±6	4.1	±0.2	
Black	100	±1	0	7	15	42	36	±18	4.1	±0.3	
Hispanic	99	±2	1	4	12	51	32	±9	4.1	±0.2	
Other Race/Ethnicity	100	±1	1	4	13	42	40	±13	4.2	±0.2	
Enlisted	99	±1	2	5	14	46	33	±6	4.1	±0.1	
E1 – E4	100	±1	1	5	14	45	34	±8	4.1	±0.2	
E5 – E9	98	±2	2	5	13	49	31	±6	4.0	±0.1	
Officers	99	±1	1	2	7	41	50	±5	4.4	±0.1	
ANG	99	±1	1	5	12	49	33	±3	4.1	±0.1	
White	100	±1	1	5	11	50	33	±3	4.1	±0.1	
Total Minority	99	±1	2	5	13	48	31	±4	4.0	±0.1	
Black	99	±1	2	5	12	47	34	±5	4.0	±0.1	
Hispanic	99	±1	1	5	17	46	30	±6	4.0	±0.1	
Other Race/Ethnicity	100	±1	1	5	11	52	31	±6	4.1	±0.2	
Enlisted	100	±1	1	5	13	48	32	±3	4.1	±0.1	
E1 – E4	100	±1	1	3	9	45	41	±6	4.2	±0.1	
E5 – E9	100	±1	1	6	14	49	29	±3	4.0	±0.1	
Officers	99	±2	1	3	6	54	35	±6	4.2	±0.1	
USAFR	99	±1	1	4	11	48	36	±3	4.1	±0.1	
White	99	±1	1	4	11	47	38	±4	4.2	±0.1	
Total Minority	99	±1	2	4	12	48	34	±4	4.1	±0.1	
Black	98	±2	2	4	13	44	37	±5	4.1	±0.1	
Hispanic	100	±1	1	5	11	55	28	±7	4.0	±0.1	
Other Race/Ethnicity	99	±1	1	2	12	47	37	±7	4.2	±0.1	
Enlisted	99	±1	1	4	12	47	36	±4	4.1	±0.1	
E1 – E4	98	±2	1	3	12	44	39	±6	4.2	±0.1	
E5 – E9	99	±1	1	5	12	48	34	±4	4.1	±0.1	
Officers	99	±1	0	2	8	51	39	±6	4.3	±0.1	
USCGR	99	±1	0	1	9	47	42	±5	4.3	±0.1	
White	100	±1	0	2	8	45	45	±5	4.3	±0.1	
Total Minority	99	±2	1	0	11	53	34	±7	4.2	±0.2	
Black	94	±12	NR	NR	11	54	35	±17	4.2	±0.2	
Hispanic	99	±1	0	0	11	55	33	±9	4.2	±0.2	
Other Race/Ethnicity	100	±0	4	1	11	49	36	±17	4.1	±0.3	
Enlisted	100	±1	0	2	9	48	41	±5	4.3	±0.1	
E1 – E4	99	±2	0	2	11	49	38	±8	4.2	±0.2	
E5 – E9	100	±1	1	2	8	47	43	±6	4.3	±0.1	
Officers	99	±2	0	0	9	45	46	±6	4.4	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

42. How much do you agree or disagree with the following statements about the people you work with at your military workplace?

e. You are satisfied with the relationships you have with your coworkers.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	2	4	15	46	32	±2	4.0	±0.1	
Enlisted	99	±1	2	4	16	46	32	±2	4.0	±0.1	
E1 – E4	99	±1	2	3	18	41	36	±4	4.0	±0.1	
E5 – E9	99	±1	2	5	15	49	29	±2	4.0	±0.1	
Officers	99	±1	1	4	11	50	34	±3	4.1	±0.1	
O1 – O3	100	±1	2	3	13	52	30	±5	4.0	±0.1	
O4 – O6	99	±1	0	3	9	48	40	±4	4.2	±0.1	
Male	99	±1	2	3	14	47	33	±2	4.1	±0.1	
Female	100	±1	3	7	20	42	28	±4	3.9	±0.1	
White	99	±1	2	4	15	46	34	±3	4.1	±0.1	
Total Minority	99	±1	2	4	17	47	30	±2	4.0	±0.1	
Black	99	±1	3	3	18	46	31	±3	4.0	±0.1	
Hispanic	99	±1	2	4	17	48	30	±4	4.0	±0.1	
AIAN	100	±1	1	10	22	30	36	±22	3.9	±0.4	
Asian	99	±1	1	5	16	49	29	±4	4.0	±0.1	
NHPI	100	±1	5	4	11	44	36	±15	4.0	±0.3	
Two or More Races	99	±1	4	6	18	49	23	±8	3.8	±0.2	
AGR/FTS/AR	99	±1	2	6	14	47	30	±4	4.0	±0.1	
Other Selected Reserve	99	±1	2	4	16	46	33	±2	4.0	±0.1	
Reserve Unit	99	±1	2	4	16	46	32	±2	4.0	±0.1	
Military Technician	99	±1	2	5	17	49	27	±4	3.9	±0.1	
IMA	99	±1	1	3	11	43	43	±3	4.2	±0.1	
Not Activated Past 12 Months	99	±1	2	4	15	46	34	±2	4.1	±0.1	
Activated Past 12 Months	99	±1	2	5	17	47	29	±4	4.0	±0.1	
Not Deployed Past 12 Months	99	±1	2	4	15	46	33	±2	4.1	±0.1	
Deployed Past 12 Months	99	±1	3	5	18	48	26	±5	3.9	±0.1	
ARNG	99	±1	2	4	16	45	33	±3	4.0	±0.1	
White	99	±1	2	4	16	45	33	±4	4.0	±0.1	
Total Minority	100	±1	3	3	18	46	30	±4	4.0	±0.1	
Black	99	±1	3	2	18	46	31	±5	4.0	±0.1	
Hispanic	100	±1	2	3	18	46	32	±7	4.0	±0.2	
Other Race/Ethnicity	99	±1	3	8	17	46	27	±9	3.9	±0.2	
Enlisted	99	±1	2	4	17	44	33	±4	4.0	±0.1	
E1 – E4	99	±1	1	4	19	38	37	±6	4.1	±0.2	
E5 – E9	99	±1	2	4	15	50	28	±4	4.0	±0.1	
Officers	100	±1	2	4	11	52	31	±6	4.1	±0.1	
USAR	99	±1	2	4	18	47	29	±4	4.0	±0.1	
White	99	±2	2	4	17	47	30	±6	4.0	±0.1	
Total Minority	99	±1	3	4	19	48	27	±3	3.9	±0.1	
Black	99	±2	2	4	19	46	28	±5	3.9	±0.1	
Hispanic	99	±1	2	4	17	51	26	±5	3.9	±0.1	
Other Race/Ethnicity	99	±2	4	5	21	46	23	±9	3.8	±0.2	
Enlisted	99	±1	3	4	19	46	28	±4	3.9	±0.1	
E1 – E4	99	±2	3	3	19	43	31	±6	4.0	±0.2	
E5 – E9	99	±1	2	4	18	50	26	±4	3.9	±0.1	
Officers	99	±1	1	4	13	51	30	±6	4.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

42e. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
USNR	99	±1	1	3	14	47	35	±4	4.1	±0.1	
White	99	±2	1	2	12	47	37	±5	4.2	±0.1	
Total Minority	99	±1	1	3	16	47	33	±4	4.1	±0.1	
Black	100	±1	1	2	17	48	32	±5	4.1	±0.1	
Hispanic	99	±1	1	4	15	48	33	±6	4.1	±0.1	
Other Race/Ethnicity	99	±1	1	4	17	45	33	±7	4.0	±0.2	
Enlisted	99	±1	1	3	15	48	33	±4	4.1	±0.1	
E1 – E4	100	±1	2	3	17	39	40	±8	4.1	±0.2	
E5 – E9	99	±2	1	3	14	51	31	±5	4.1	±0.1	
Officers	100	±1	0	1	11	45	43	±6	4.3	±0.1	
USMCR	99	±2	3	4	14	45	34	±5	4.0	±0.1	
White	99	±2	3	3	14	46	34	±7	4.1	±0.2	
Total Minority	98	±3	3	4	16	42	35	±6	4.0	±0.2	
Black	99	±2	2	6	15	41	36	±19	4.0	±0.3	
Hispanic	98	±5	4	3	17	42	34	±9	4.0	±0.2	
Other Race/Ethnicity	98	±3	2	5	13	43	37	±13	4.1	±0.2	
Enlisted	99	±2	3	4	15	45	33	±6	4.0	±0.2	
E1 – E4	98	±2	3	4	16	44	33	±8	4.0	±0.2	
E5 – E9	100	±1	3	4	13	48	33	±6	4.1	±0.1	
Officers	99	±1	1	3	7	42	46	±5	4.3	±0.1	
ANG	99	±1	1	5	12	49	33	±3	4.1	±0.1	
White	99	±1	1	5	11	50	33	±3	4.1	±0.1	
Total Minority	100	±1	2	5	13	48	32	±4	4.0	±0.1	
Black	99	±1	3	5	15	45	33	±5	4.0	±0.1	
Hispanic	99	±1	2	5	13	48	32	±6	4.0	±0.2	
Other Race/Ethnicity	100	±1	2	5	12	50	31	±6	4.0	±0.2	
Enlisted	99	±1	1	5	12	49	32	±3	4.1	±0.1	
E1 – E4	100	±1	1	2	9	48	40	±6	4.2	±0.1	
E5 – E9	99	±1	1	6	13	49	30	±3	4.0	±0.1	
Officers	99	±2	1	2	8	52	37	±6	4.2	±0.1	
USAFR	99	±1	1	4	12	45	38	±3	4.1	±0.1	
White	99	±1	1	4	11	45	39	±4	4.2	±0.1	
Total Minority	99	±1	2	4	14	45	35	±4	4.1	±0.1	
Black	100	±1	3	4	15	42	37	±5	4.1	±0.1	
Hispanic	98	±3	2	5	14	48	31	±7	4.0	±0.2	
Other Race/Ethnicity	100	±1	1	2	13	45	38	±7	4.2	±0.1	
Enlisted	99	±1	1	4	13	44	37	±4	4.1	±0.1	
E1 – E4	100	±1	1	1	12	45	41	±6	4.2	±0.1	
E5 – E9	99	±1	2	5	14	44	35	±4	4.1	±0.1	
Officers	99	±2	1	4	7	45	43	±6	4.3	±0.1	
USCGR	99	±1	0	2	9	49	39	±5	4.2	±0.1	
White	99	±2	0	3	7	50	40	±5	4.3	±0.1	
Total Minority	100	±1	2	2	14	46	37	±7	4.1	±0.2	
Black	100	±0	1	NR	9	50	33	±17	4.1	±0.4	
Hispanic	100	±1	0	1	17	44	38	±9	4.2	±0.2	
Other Race/Ethnicity	100	±0	4	1	12	47	37	±17	4.1	±0.3	
Enlisted	99	±1	0	3	9	48	39	±5	4.2	±0.1	
E1 – E4	100	±0	0	5	11	48	36	±8	4.2	±0.2	
E5 – E9	99	±2	1	2	8	48	41	±6	4.3	±0.1	
Officers	97	±4	0	1	9	51	39	±6	4.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

42. How much do you agree or disagree with the following statements about the people you work with at your military workplace?

f. You put more effort into your job than your coworkers do.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	1	7	46	27	18	±2	3.5	±0.1	
Enlisted	100	±1	1	7	46	27	19	±2	3.5	±0.1	
E1 – E4	100	±1	2	7	47	26	19	±4	3.5	±0.1	
E5 – E9	100	±1	1	7	44	28	19	±2	3.6	±0.1	
Officers	100	±1	2	8	48	27	16	±3	3.5	±0.1	
O1 – O3	100	±1	2	7	47	27	17	±5	3.5	±0.1	
O4 – O6	99	±1	1	9	48	25	15	±4	3.4	±0.1	
Male	100	±1	1	7	45	27	19	±2	3.6	±0.1	
Female	100	±1	2	9	48	26	16	±4	3.4	±0.1	
White	100	±1	1	8	47	27	17	±3	3.5	±0.1	
Total Minority	100	±1	2	7	44	28	20	±2	3.6	±0.1	
Black	99	±1	2	8	46	26	18	±3	3.5	±0.1	
Hispanic	100	±1	1	7	41	29	22	±4	3.6	±0.1	
AIAN	100	±0	1	12	43	29	15	±19	3.4	±0.3	
Asian	99	±1	1	4	42	32	21	±5	3.7	±0.1	
NHPI	100	±1	1	4	37	28	29	±17	3.8	±0.3	
Two or More Races	100	±1	2	11	46	25	16	±8	3.4	±0.2	
AGR/FTS/AR	100	±1	1	8	43	27	20	±4	3.6	±0.1	
Other Selected Reserve	100	±1	2	7	46	27	18	±2	3.5	±0.1	
Reserve Unit	100	±1	1	7	46	27	18	±2	3.5	±0.1	
Military Technician	100	±1	2	7	43	30	18	±4	3.6	±0.1	
IMA	99	±1	3	12	53	19	14	±3	3.3	±0.1	
Not Activated Past 12 Months	100	±1	1	8	46	26	19	±2	3.5	±0.1	
Activated Past 12 Months	100	±1	2	7	45	30	17	±4	3.5	±0.1	
Not Deployed Past 12 Months	100	±1	1	7	46	26	19	±2	3.5	±0.1	
Deployed Past 12 Months	100	±1	2	8	45	31	15	±5	3.5	±0.1	
ARNG	100	±1	1	8	46	26	19	±3	3.5	±0.1	
White	100	±1	1	8	47	26	18	±4	3.5	±0.1	
Total Minority	100	±1	2	8	42	27	22	±4	3.6	±0.1	
Black	99	±1	3	8	45	27	17	±5	3.5	±0.1	
Hispanic	100	±1	1	8	39	27	26	±7	3.7	±0.2	
Other Race/Ethnicity	99	±1	2	6	42	28	22	±9	3.6	±0.2	
Enlisted	100	±1	1	8	46	26	20	±4	3.6	±0.1	
E1 – E4	99	±1	1	8	49	22	20	±6	3.5	±0.2	
E5 – E9	100	±1	1	8	43	29	19	±4	3.6	±0.1	
Officers	100	±0	2	8	46	28	16	±6	3.5	±0.2	
USAR	99	±1	1	7	45	29	18	±4	3.6	±0.1	
White	99	±1	2	6	45	29	18	±6	3.6	±0.1	
Total Minority	99	±1	1	7	44	30	18	±3	3.6	±0.1	
Black	99	±1	1	6	47	26	20	±5	3.6	±0.1	
Hispanic	99	±1	1	7	39	35	18	±5	3.6	±0.1	
Other Race/Ethnicity	100	±1	1	11	43	31	16	±9	3.5	±0.2	
Enlisted	99	±1	2	7	45	29	18	±4	3.6	±0.1	
E1 – E4	100	±1	2	7	44	30	17	±6	3.5	±0.2	
E5 – E9	99	±1	1	7	45	28	19	±4	3.6	±0.1	
Officers	99	±1	0	6	45	29	19	±6	3.6	±0.1	

Note. Percent responding are Reserve component members who answered the question.

42f. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
USNR	99	±1	2	8	43	30	18	±4	3.6	±0.1	
White	99	±1	2	8	42	30	18	±6	3.5	±0.1	
Total Minority	100	±1	1	7	44	30	18	±4	3.6	±0.1	
Black	100	±1	2	7	47	28	15	±5	3.5	±0.1	
Hispanic	100	±1	1	6	43	30	20	±6	3.6	±0.2	
Other Race/Ethnicity	100	±1	1	7	41	31	19	±7	3.6	±0.2	
Enlisted	99	±1	2	7	41	31	20	±4	3.6	±0.1	
E1 – E4	100	±1	3	6	41	29	22	±8	3.6	±0.2	
E5 – E9	99	±1	1	7	41	32	19	±5	3.6	±0.1	
Officers	100	±1	2	10	49	25	13	±6	3.4	±0.1	
USMCR	100	±1	2	5	43	32	18	±5	3.6	±0.1	
White	100	±1	3	6	42	32	18	±7	3.6	±0.2	
Total Minority	100	±1	1	3	46	31	19	±6	3.6	±0.1	
Black	100	±0	2	3	43	32	20	±11	3.6	±0.2	
Hispanic	100	±1	1	3	46	31	19	±9	3.6	±0.2	
Other Race/Ethnicity	100	±0	2	3	47	29	20	±13	3.6	±0.2	
Enlisted	100	±1	2	4	43	33	18	±6	3.6	±0.1	
E1 – E4	100	±0	3	3	43	34	17	±8	3.6	±0.2	
E5 – E9	100	±1	1	6	42	29	22	±6	3.7	±0.2	
Officers	99	±1	3	9	48	20	19	±5	3.4	±0.1	
ANG	100	±1	1	8	50	25	16	±3	3.5	±0.1	
White	100	±0	1	8	50	25	15	±3	3.5	±0.1	
Total Minority	100	±1	1	8	48	23	19	±4	3.5	±0.1	
Black	100	±1	2	8	50	22	17	±5	3.4	±0.1	
Hispanic	100	±1	1	9	47	23	20	±7	3.5	±0.2	
Other Race/Ethnicity	100	±1	1	8	47	25	19	±6	3.5	±0.2	
Enlisted	100	±1	1	8	49	25	17	±3	3.5	±0.1	
E1 – E4	100	±1	2	8	53	21	17	±6	3.4	±0.2	
E5 – E9	100	±1	1	8	48	26	17	±3	3.5	±0.1	
Officers	100	±0	1	11	53	24	11	±6	3.3	±0.1	
USAFR	100	±1	2	9	48	24	17	±3	3.4	±0.1	
White	100	±1	2	9	50	23	16	±4	3.4	±0.1	
Total Minority	100	±1	3	8	45	25	19	±4	3.5	±0.1	
Black	100	±0	3	10	44	25	18	±5	3.5	±0.1	
Hispanic	100	±1	4	6	45	26	19	±7	3.5	±0.2	
Other Race/Ethnicity	100	±1	1	7	47	24	21	±6	3.6	±0.2	
Enlisted	100	±1	2	8	48	24	18	±4	3.5	±0.1	
E1 – E4	100	±0	3	10	47	24	16	±6	3.4	±0.2	
E5 – E9	99	±1	2	7	48	25	18	±4	3.5	±0.1	
Officers	100	±1	2	12	51	21	15	±6	3.4	±0.2	
USCGR	100	±1	2	8	48	23	19	±5	3.5	±0.1	
White	100	±1	2	8	48	21	21	±5	3.5	±0.1	
Total Minority	100	±1	1	9	49	27	14	±7	3.4	±0.2	
Black	100	±0	4	6	54	31	5	±16	3.3	±0.3	
Hispanic	100	±1	1	6	48	29	16	±9	3.5	±0.2	
Other Race/Ethnicity	100	±0	1	15	46	23	15	±13	3.3	±0.3	
Enlisted	100	±0	2	8	48	23	19	±5	3.5	±0.1	
E1 – E4	100	±0	2	8	53	24	14	±8	3.4	±0.2	
E5 – E9	100	±0	2	9	45	22	22	±6	3.5	±0.2	
Officers	99	±1	3	9	49	22	18	±6	3.4	±0.2	

Note. Percent responding are Reserve component members who answered the question.

42. Coworker Satisfaction scale: Constructed from Q42a-e. Coworker Satisfaction can be defined as satisfaction with coworker conflicts, coworker work effort, work group compatibility, and helpfulness of coworkers.

	Percent Responding		Mean	Max ME	Coworker Satisfaction
TOTAL DOD	96	±1	4.0	±0.1	
Enlisted	96	±1	4.0	±0.1	
E1 – E4	96	±2	4.0	±0.1	
E5 – E9	96	±1	3.9	±0.1	
Officers	97	±1	4.1	±0.1	
O1 – O3	98	±2	4.0	±0.1	
O4 – O6	95	±2	4.1	±0.1	
Male	96	±1	4.0	±0.1	
Female	96	±2	3.8	±0.1	
White	96	±1	4.0	±0.1	
Total Minority	96	±1	3.9	±0.1	
Black	95	±1	3.9	±0.1	
Hispanic	96	±1	3.9	±0.1	
AIAN	95	±5	4.0	±0.3	
Asian	97	±1	3.9	±0.1	
NHPI	97	±2	3.9	±0.3	
Two or More Races	98	±2	3.8	±0.2	
AGR/FTS/AR	96	±2	3.9	±0.1	
Other Selected Reserve	96	±1	4.0	±0.1	
Reserve Unit	96	±1	4.0	±0.1	
Military Technician	96	±2	3.9	±0.1	
IMA	96	±1	4.2	±0.1	
Not Activated Past 12 Months	96	±1	4.0	±0.1	
Activated Past 12 Months	96	±2	3.9	±0.1	
Not Deployed Past 12 Months	96	±1	4.0	±0.1	
Deployed Past 12 Months	96	±2	3.8	±0.1	
ARNG	96	±2	4.0	±0.1	
White	96	±2	4.0	±0.1	
Total Minority	97	±1	3.9	±0.1	
Black	96	±2	3.9	±0.1	
Hispanic	97	±2	3.9	±0.1	
Other Race/Ethnicity	98	±2	3.8	±0.2	
Enlisted	96	±2	4.0	±0.1	
E1 – E4	96	±3	4.0	±0.1	
E5 – E9	96	±2	3.9	±0.1	
Officers	97	±2	4.0	±0.1	
USAR	96	±2	3.9	±0.1	
White	96	±2	3.9	±0.1	
Total Minority	95	±2	3.8	±0.1	
Black	95	±2	3.9	±0.1	
Hispanic	95	±2	3.9	±0.1	
Other Race/Ethnicity	97	±2	3.7	±0.2	
Enlisted	96	±2	3.9	±0.1	
E1 – E4	96	±3	3.9	±0.2	
E5 – E9	95	±2	3.8	±0.1	
Officers	96	±3	3.9	±0.1	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. Higher scores indicate more satisfying experiences. The overall Cronbach's alpha = 0.93 (White = 0.93, Black = 0.93, Hispanic = 0.92, and Other Race/Ethnicity = 0.93). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

42. Continued	Percent Responding		Mean	Max ME	Coworker Satisfaction
USNR	97	±2	4.1	±0.1	
White	97	±2	4.1	±0.1	
Total Minority	96	±2	4.0	±0.1	
Black	95	±3	4.1	±0.1	
Hispanic	97	±2	4.0	±0.1	
Other Race/Ethnicity	96	±2	4.0	±0.2	
Enlisted	96	±2	4.1	±0.1	
E1 – E4	95	±4	4.1	±0.2	
E5 – E9	97	±2	4.0	±0.1	
Officers	98	±2	4.3	±0.1	
USMCR	96	±2	4.0	±0.1	
White	96	±3	4.0	±0.2	
Total Minority	96	±3	4.0	±0.2	
Black	96	±3	4.0	±0.3	
Hispanic	96	±5	4.0	±0.2	
Other Race/Ethnicity	96	±4	4.0	±0.2	
Enlisted	96	±3	4.0	±0.1	
E1 – E4	97	±3	3.9	±0.2	
E5 – E9	95	±4	4.0	±0.1	
Officers	97	±2	4.3	±0.1	
ANG	96	±1	4.0	±0.1	
White	96	±2	4.0	±0.1	
Total Minority	96	±2	3.9	±0.1	
Black	94	±2	4.0	±0.1	
Hispanic	96	±3	3.9	±0.1	
Other Race/Ethnicity	98	±2	4.0	±0.1	
Enlisted	96	±1	4.0	±0.1	
E1 – E4	98	±2	4.1	±0.1	
E5 – E9	96	±2	3.9	±0.1	
Officers	96	±3	4.1	±0.1	
USAFR	96	±2	4.1	±0.1	
White	96	±2	4.1	±0.1	
Total Minority	95	±2	4.0	±0.1	
Black	94	±3	4.0	±0.1	
Hispanic	95	±4	4.0	±0.1	
Other Race/Ethnicity	96	±2	4.0	±0.1	
Enlisted	96	±2	4.0	±0.1	
E1 – E4	96	±3	4.1	±0.1	
E5 – E9	96	±2	4.0	±0.1	
Officers	97	±2	4.2	±0.1	
USCGR	97	±2	4.2	±0.1	
White	97	±2	4.2	±0.1	
Total Minority	97	±3	4.1	±0.2	
Black	94	±12	4.2	±0.3	
Hispanic	98	±2	4.1	±0.2	
Other Race/Ethnicity	99	±2	4.0	±0.3	
Enlisted	98	±2	4.2	±0.1	
E1 – E4	97	±3	4.1	±0.2	
E5 – E9	98	±2	4.2	±0.1	
Officers	95	±4	4.3	±0.1	



















































Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. Higher scores indicate more satisfying experiences. The overall Cronbach's alpha = 0.93 (White = 0.93, Black = 0.93, Hispanic = 0.92, and Other Race/Ethnicity = 0.93). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

43. How much do you agree or disagree with the following statements about the work you do at your military workplace?**a. Your work provides you with a sense of pride.**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	2	4	13	41	40	±2	4.1	±0.1	
Enlisted	100	±1	2	4	13	41	40	±2	4.1	±0.1	
E1 – E4	100	±1	3	4	15	39	39	±4	4.1	±0.1	
E5 – E9	100	±1	2	4	12	42	40	±2	4.1	±0.1	
Officers	100	±1	1	3	9	43	44	±3	4.3	±0.1	
O1 – O3	100	±1	1	3	11	44	42	±5	4.2	±0.1	
O4 – O6	100	±1	1	3	7	42	48	±4	4.3	±0.1	
Male	100	±1	2	4	13	41	41	±2	4.2	±0.1	
Female	100	±1	3	4	14	42	38	±4	4.1	±0.1	
White	100	±1	2	4	12	42	40	±3	4.1	±0.1	
Total Minority	100	±1	2	4	14	39	41	±2	4.1	±0.1	
Black	99	±1	2	4	14	38	43	±3	4.2	±0.1	
Hispanic	100	±1	3	3	13	38	43	±3	4.1	±0.1	
AIAN	100	±1	1	5	14	29	50	±13	4.2	±0.3	
Asian	100	±1	2	5	13	45	36	±4	4.1	±0.1	
NHPI	100	±1	1	1	15	37	46	±13	4.3	±0.3	
Two or More Races	100	±1	3	4	15	46	32	±8	4.0	±0.2	
AGR/FTS/AR	99	±1	1	3	11	42	43	±4	4.2	±0.1	
Other Selected Reserve	100	±1	2	4	13	41	40	±2	4.1	±0.1	
Reserve Unit	100	±1	2	4	13	41	40	±2	4.1	±0.1	
Military Technician	99	±2	1	3	11	44	41	±4	4.2	±0.1	
IMA	100	±1	2	4	11	38	45	±3	4.2	±0.1	
Not Activated Past 12 Months	100	±1	2	4	13	41	41	±2	4.1	±0.1	
Activated Past 12 Months	100	±1	2	3	12	43	40	±4	4.2	±0.1	
Not Deployed Past 12 Months	100	±1	2	4	13	41	41	±2	4.1	±0.1	
Deployed Past 12 Months	100	±1	2	3	13	44	37	±5	4.1	±0.1	
ARNG	99	±1	2	3	13	40	42	±3	4.2	±0.1	
White	99	±1	2	3	12	41	42	±4	4.2	±0.1	
Total Minority	100	±1	3	3	14	37	43	±4	4.1	±0.1	
Black	100	±1	3	3	17	33	45	±5	4.2	±0.1	
Hispanic	100	±1	4	3	12	35	45	±7	4.1	±0.2	
Other Race/Ethnicity	100	±1	3	5	12	47	32	±8	4.0	±0.2	
Enlisted	99	±1	2	3	13	39	42	±4	4.2	±0.1	
E1 – E4	100	±1	3	3	14	38	42	±6	4.1	±0.2	
E5 – E9	99	±1	2	3	12	41	42	±4	4.2	±0.1	
Officers	99	±1	0	2	9	44	45	±6	4.3	±0.1	
USAR	100	±1	3	4	15	43	35	±4	4.0	±0.1	
White	100	±1	4	5	15	45	32	±6	4.0	±0.2	
Total Minority	100	±1	2	4	15	41	39	±3	4.1	±0.1	
Black	99	±1	2	5	13	41	40	±5	4.1	±0.1	
Hispanic	100	±1	3	4	15	41	38	±5	4.1	±0.1	
Other Race/Ethnicity	100	±1	2	4	18	39	36	±9	4.0	±0.2	
Enlisted	100	±1	3	5	15	43	34	±4	4.0	±0.1	
E1 – E4	100	±1	4	5	18	43	30	±6	3.9	±0.2	
E5 – E9	100	±1	3	5	12	43	38	±4	4.1	±0.1	
Officers	100	±1	1	3	12	44	40	±6	4.2	±0.2	

Note. Percent responding are Reserve component members who answered the question.

43a. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
USNR	100	±1	1	3	12	42	42	±4	4.2	±0.1	
White	100	±1	1	3	12	43	42	±6	4.2	±0.1	
Total Minority	99	±1	1	4	13	40	42	±4	4.2	±0.1	
Black	99	±2	2	4	16	37	43	±5	4.2	±0.1	
Hispanic	100	±0	1	4	12	39	44	±7	4.2	±0.2	
Other Race/Ethnicity	99	±1	1	4	12	46	37	±7	4.1	±0.1	
Enlisted	100	±1	1	3	14	41	41	±4	4.2	±0.1	
E1 – E4	100	±1	3	5	13	36	43	±8	4.1	±0.2	
E5 – E9	100	±1	0	3	14	43	40	±5	4.2	±0.1	
Officers	100	±1	1	3	7	45	44	±6	4.3	±0.1	
USMCR	100	±1	3	5	15	36	41	±5	4.1	±0.1	
White	100	±0	3	6	15	36	40	±7	4.0	±0.2	
Total Minority	100	±1	3	3	16	35	44	±6	4.1	±0.1	
Black	100	±0	2	3	9	40	47	±11	4.3	±0.2	
Hispanic	100	±1	3	3	17	34	43	±9	4.1	±0.2	
Other Race/Ethnicity	100	±0	3	4	20	30	43	±14	4.1	±0.3	
Enlisted	100	±0	3	5	16	36	40	±6	4.0	±0.2	
E1 – E4	100	±0	4	6	17	34	40	±8	4.0	±0.2	
E5 – E9	100	±0	2	2	14	40	42	±7	4.2	±0.1	
Officers	100	±1	1	3	11	37	48	±5	4.3	±0.1	
ANG	100	±1	1	4	9	43	43	±3	4.2	±0.1	
White	100	±1	1	4	9	43	43	±3	4.2	±0.1	
Total Minority	100	±1	1	3	11	42	44	±4	4.2	±0.1	
Black	100	±1	2	3	12	41	42	±5	4.2	±0.1	
Hispanic	100	±1	1	3	8	42	46	±7	4.3	±0.1	
Other Race/Ethnicity	100	±1	1	3	13	41	42	±6	4.2	±0.1	
Enlisted	100	±1	1	4	10	44	42	±3	4.2	±0.1	
E1 – E4	100	±0	1	3	7	40	49	±6	4.3	±0.1	
E5 – E9	100	±1	1	5	11	45	39	±3	4.2	±0.1	
Officers	100	±1	1	3	7	38	51	±6	4.3	±0.1	
USAFR	100	±1	2	4	11	42	41	±3	4.2	±0.1	
White	100	±1	2	4	11	43	41	±4	4.2	±0.1	
Total Minority	100	±1	1	4	11	42	42	±4	4.2	±0.1	
Black	99	±1	1	5	11	42	41	±5	4.2	±0.1	
Hispanic	100	±1	2	4	11	41	43	±7	4.2	±0.1	
Other Race/Ethnicity	100	±0	1	3	9	43	44	±7	4.3	±0.1	
Enlisted	100	±1	2	4	12	41	41	±4	4.1	±0.1	
E1 – E4	99	±1	2	3	10	41	43	±6	4.2	±0.2	
E5 – E9	100	±1	2	4	13	41	40	±4	4.1	±0.1	
Officers	100	±1	0	5	6	47	43	±6	4.3	±0.1	
USCGR	100	±1	2	5	11	43	39	±5	4.1	±0.1	
White	100	±1	2	5	10	44	39	±5	4.1	±0.1	
Total Minority	100	±1	3	2	14	41	41	±7	4.2	±0.2	
Black	100	±0	NR	4	6	52	38	±16	4.2	±0.3	
Hispanic	100	±0	2	0	15	37	45	±9	4.2	±0.2	
Other Race/Ethnicity	99	±2	5	4	15	41	34	±14	4.0	±0.3	
Enlisted	100	±1	2	5	11	43	39	±5	4.1	±0.1	
E1 – E4	100	±0	2	6	14	46	32	±8	4.0	±0.2	
E5 – E9	100	±1	2	4	9	42	43	±6	4.2	±0.2	
Officers	99	±1	1	3	10	44	42	±6	4.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.



















































NR: Not reportable

43. How much do you agree or disagree with the following statements about the work you do at your military workplace?**b. Your work makes good use of your skills.**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	4	9	17	38	32	±2	3.8	±0.1	
Enlisted	99	±1	5	9	18	37	31	±2	3.8	±0.1	
E1 – E4	99	±1	6	10	21	34	30	±4	3.7	±0.1	
E5 – E9	99	±1	4	9	15	41	32	±2	3.9	±0.1	
Officers	100	±1	3	6	14	43	34	±3	4.0	±0.1	
O1 – O3	100	±1	4	7	16	43	30	±5	3.9	±0.1	
O4 – O6	100	±1	2	5	12	41	39	±4	4.1	±0.1	
Male	99	±1	4	9	17	38	32	±2	3.9	±0.1	
Female	100	±1	5	9	18	39	30	±4	3.8	±0.1	
White	99	±1	4	9	17	39	31	±3	3.8	±0.1	
Total Minority	99	±1	5	8	17	37	34	±2	3.9	±0.1	
Black	99	±1	4	7	17	36	36	±3	3.9	±0.1	
Hispanic	100	±1	5	8	15	38	34	±4	3.9	±0.1	
AIAN	98	±5	3	18	17	31	31	±23	3.7	±0.4	
Asian	100	±1	5	7	23	39	27	±5	3.8	±0.1	
NHPI	100	±1	1	9	13	34	43	±14	4.1	±0.3	
Two or More Races	100	±1	8	10	21	36	25	±8	3.6	±0.2	
AGR/FTS/AR	100	±1	3	7	12	43	36	±4	4.0	±0.1	
Other Selected Reserve	99	±1	4	9	18	38	31	±2	3.8	±0.1	
Reserve Unit	99	±1	4	9	18	38	31	±2	3.8	±0.1	
Military Technician	99	±2	2	5	13	45	35	±4	4.1	±0.1	
IMA	99	±1	4	8	15	37	36	±3	3.9	±0.1	
Not Activated Past 12 Months	99	±1	5	9	17	38	32	±2	3.8	±0.1	
Activated Past 12 Months	99	±1	3	8	17	40	32	±4	3.9	±0.1	
Not Deployed Past 12 Months	99	±1	4	9	17	37	32	±2	3.8	±0.1	
Deployed Past 12 Months	100	±1	3	7	17	43	29	±5	3.9	±0.1	
ARNG	99	±1	4	9	16	37	33	±3	3.9	±0.1	
White	99	±1	3	10	16	39	32	±4	3.9	±0.1	
Total Minority	100	±1	5	7	18	34	36	±4	3.9	±0.1	
Black	100	±1	4	6	19	33	38	±5	3.9	±0.2	
Hispanic	99	±1	6	7	13	36	37	±7	3.9	±0.2	
Other Race/Ethnicity	100	±1	7	7	25	31	29	±10	3.7	±0.2	
Enlisted	99	±1	4	10	17	37	33	±4	3.8	±0.1	
E1 – E4	99	±2	6	10	20	32	33	±6	3.8	±0.2	
E5 – E9	99	±1	3	9	13	41	33	±4	3.9	±0.1	
Officers	100	±1	1	7	15	43	35	±6	4.0	±0.1	
USAR	99	±1	6	9	20	38	28	±4	3.7	±0.1	
White	99	±1	6	9	22	37	26	±5	3.7	±0.2	
Total Minority	99	±1	5	9	17	39	30	±3	3.8	±0.1	
Black	99	±1	4	8	16	39	34	±5	3.9	±0.1	
Hispanic	100	±1	5	9	17	40	29	±5	3.8	±0.1	
Other Race/Ethnicity	99	±2	5	14	21	37	23	±11	3.6	±0.2	
Enlisted	99	±1	6	10	21	36	27	±4	3.7	±0.1	
E1 – E4	99	±2	6	12	25	35	22	±6	3.5	±0.2	
E5 – E9	99	±1	5	8	17	38	32	±4	3.8	±0.1	
Officers	100	±1	4	7	14	43	32	±6	3.9	±0.2	

Note. Percent responding are Reserve component members who answered the question.

43b. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
USNR	99	±1	3	8	15	43	32	±4	3.9	±0.1	
White	99	±2	3	7	14	45	31	±6	3.9	±0.1	
Total Minority	100	±1	4	9	15	39	33	±4	3.9	±0.1	
Black	99	±1	5	9	16	34	35	±5	3.8	±0.2	
Hispanic	99	±1	3	8	16	41	33	±7	3.9	±0.2	
Other Race/Ethnicity	100	±1	4	10	13	43	30	±7	3.9	±0.2	
Enlisted	99	±1	4	8	15	42	31	±4	3.9	±0.1	
E1 – E4	99	±1	7	10	15	38	30	±8	3.7	±0.2	
E5 – E9	99	±2	2	8	15	44	32	±5	3.9	±0.1	
Officers	100	±1	2	7	14	43	33	±6	4.0	±0.2	
USMCR	100	±1	6	9	21	33	31	±5	3.7	±0.2	
White	100	±1	6	10	23	32	29	±7	3.7	±0.2	
Total Minority	100	±1	6	6	16	36	36	±6	3.9	±0.2	
Black	99	±2	2	6	12	38	42	±11	4.1	±0.2	
Hispanic	100	±1	7	6	16	36	35	±9	3.9	±0.3	
Other Race/Ethnicity	99	±2	11	8	21	31	29	±17	3.6	±0.4	
Enlisted	100	±1	7	9	21	32	31	±6	3.7	±0.2	
E1 – E4	100	±1	8	8	25	29	30	±7	3.7	±0.2	
E5 – E9	100	±1	3	13	14	39	32	±7	3.8	±0.2	
Officers	100	±1	3	6	14	41	36	±5	4.0	±0.1	
ANG	99	±1	2	7	15	42	34	±3	4.0	±0.1	
White	99	±1	2	7	15	41	34	±3	4.0	±0.1	
Total Minority	99	±1	3	6	15	43	34	±4	4.0	±0.1	
Black	99	±1	3	7	14	42	34	±5	4.0	±0.1	
Hispanic	99	±1	3	5	15	42	35	±7	4.0	±0.2	
Other Race/Ethnicity	99	±1	2	6	16	44	32	±6	4.0	±0.2	
Enlisted	99	±1	2	7	15	42	33	±3	4.0	±0.1	
E1 – E4	100	±1	3	5	16	40	36	±6	4.0	±0.2	
E5 – E9	99	±1	2	8	15	42	33	±3	3.9	±0.1	
Officers	99	±1	3	5	13	41	37	±6	4.1	±0.2	
USAFR	99	±1	4	7	15	38	35	±3	3.9	±0.1	
White	99	±1	5	6	16	38	35	±4	3.9	±0.1	
Total Minority	100	±1	3	9	14	39	35	±4	3.9	±0.1	
Black	99	±1	3	9	14	39	34	±5	3.9	±0.1	
Hispanic	100	±1	4	10	13	38	35	±7	3.9	±0.2	
Other Race/Ethnicity	100	±1	2	7	14	38	39	±7	4.0	±0.2	
Enlisted	99	±1	4	8	16	37	35	±4	3.9	±0.1	
E1 – E4	99	±2	4	6	17	34	38	±6	3.9	±0.2	
E5 – E9	99	±1	4	8	16	38	33	±4	3.9	±0.1	
Officers	100	±1	4	5	12	43	36	±6	4.0	±0.2	
USCGR	99	±1	3	12	17	40	28	±5	3.8	±0.1	
White	99	±2	2	12	16	42	28	±5	3.8	±0.2	
Total Minority	100	±1	6	11	17	36	29	±7	3.7	±0.2	
Black	100	±0	2	14	12	48	24	±18	3.8	±0.4	
Hispanic	100	±0	6	6	22	32	34	±9	3.8	±0.2	
Other Race/Ethnicity	99	±2	8	19	12	36	25	±13	3.5	±0.4	
Enlisted	99	±1	3	12	16	41	28	±5	3.8	±0.2	
E1 – E4	100	±0	4	15	18	43	20	±8	3.6	±0.2	
E5 – E9	99	±2	3	10	15	39	33	±6	3.9	±0.2	
Officers	98	±2	2	12	19	38	29	±6	3.8	±0.2	



















































Note. Percent responding are Reserve component members who answered the question.

43. How much do you agree or disagree with the following statements about the work you do at your military workplace?**c. You like the kind of work you do.**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	3	6	17	38	36	±2	4.0	±0.1	
Enlisted	99	±1	3	6	17	38	36	±2	4.0	±0.1	
E1 – E4	99	±1	4	7	20	36	34	±4	3.9	±0.1	
E5 – E9	99	±1	3	6	15	39	37	±2	4.0	±0.1	
Officers	99	±1	2	5	14	42	38	±3	4.1	±0.1	
O1 – O3	100	±1	3	6	15	43	33	±5	4.0	±0.1	
O4 – O6	99	±1	2	4	13	39	43	±4	4.2	±0.1	
Male	99	±1	3	6	16	38	36	±2	4.0	±0.1	
Female	99	±1	4	6	18	38	34	±4	3.9	±0.1	
White	99	±1	3	6	17	39	36	±3	4.0	±0.1	
Total Minority	99	±1	3	6	17	37	36	±2	4.0	±0.1	
Black	99	±1	3	6	16	37	38	±3	4.0	±0.1	
Hispanic	99	±1	3	5	16	38	37	±3	4.0	±0.1	
AIAN	99	±1	3	5	19	34	39	±14	4.0	±0.3	
Asian	100	±1	3	8	20	39	29	±6	3.8	±0.2	
NHPI	98	±5	2	5	16	33	44	±14	4.1	±0.3	
Two or More Races	99	±2	5	12	17	36	29	±10	3.7	±0.2	
AGR/FTS/AR	99	±1	3	5	14	40	38	±4	4.1	±0.1	
Other Selected Reserve	99	±1	3	6	17	38	36	±2	4.0	±0.1	
Reserve Unit	99	±1	3	6	17	38	36	±2	4.0	±0.1	
Military Technician	99	±1	1	4	13	41	40	±4	4.1	±0.1	
IMA	99	±1	2	5	15	37	40	±3	4.1	±0.1	
Not Activated Past 12 Months	99	±1	3	6	17	38	36	±2	4.0	±0.1	
Activated Past 12 Months	99	±1	2	5	17	39	36	±4	4.0	±0.1	
Not Deployed Past 12 Months	99	±1	3	6	17	38	36	±2	4.0	±0.1	
Deployed Past 12 Months	99	±2	2	6	17	41	34	±5	4.0	±0.1	
ARNG	99	±1	3	6	17	38	37	±3	4.0	±0.1	
White	99	±1	2	6	16	39	36	±4	4.0	±0.1	
Total Minority	100	±1	4	6	17	35	38	±4	4.0	±0.1	
Black	100	±1	4	5	17	33	41	±5	4.0	±0.2	
Hispanic	100	±1	4	4	16	37	39	±7	4.0	±0.2	
Other Race/Ethnicity	99	±2	5	11	20	35	30	±11	3.7	±0.2	
Enlisted	99	±1	3	6	17	37	36	±4	4.0	±0.1	
E1 – E4	99	±2	4	7	19	36	34	±6	3.9	±0.2	
E5 – E9	99	±1	2	6	15	38	39	±4	4.0	±0.1	
Officers	100	±1	1	5	13	42	39	±6	4.1	±0.1	
USAR	99	±1	4	7	19	38	32	±4	3.9	±0.1	
White	100	±1	4	6	21	37	31	±6	3.8	±0.2	
Total Minority	99	±1	3	7	17	39	34	±3	3.9	±0.1	
Black	99	±1	3	6	16	39	36	±5	4.0	±0.1	
Hispanic	98	±2	3	7	18	40	33	±5	3.9	±0.2	
Other Race/Ethnicity	99	±2	4	10	20	38	29	±10	3.8	±0.2	
Enlisted	99	±1	4	7	20	37	32	±4	3.9	±0.1	
E1 – E4	100	±1	5	7	22	37	29	±6	3.8	±0.2	
E5 – E9	99	±1	3	7	17	38	34	±4	3.9	±0.1	
Officers	99	±2	3	5	16	41	34	±6	4.0	±0.2	

Note. Percent responding are Reserve component members who answered the question.

43c. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
USNR	99	±1	2	6	17	38	36	±4	4.0	±0.1	
White	100	±1	1	7	17	38	37	±6	4.0	±0.1	
Total Minority	99	±1	4	6	17	39	34	±4	3.9	±0.1	
Black	99	±1	4	7	17	36	36	±5	3.9	±0.2	
Hispanic	99	±1	4	6	17	39	34	±6	3.9	±0.2	
Other Race/Ethnicity	99	±1	5	6	18	42	30	±7	3.9	±0.2	
Enlisted	99	±1	3	7	18	37	36	±4	4.0	±0.1	
E1 – E4	99	±1	4	6	23	30	37	±8	3.9	±0.2	
E5 – E9	99	±1	2	7	16	39	35	±5	4.0	±0.1	
Officers	100	±1	1	5	16	42	36	±6	4.1	±0.1	
USMCR	100	±1	5	8	22	32	33	±5	3.8	±0.2	
White	100	±1	4	10	23	31	31	±7	3.7	±0.2	
Total Minority	99	±1	5	5	21	33	37	±6	3.9	±0.2	
Black	100	±0	2	5	19	33	40	±12	4.1	±0.2	
Hispanic	99	±2	4	3	21	37	35	±9	4.0	±0.2	
Other Race/Ethnicity	100	±1	12	8	22	22	36	±17	3.6	±0.4	
Enlisted	100	±1	5	9	23	32	32	±6	3.8	±0.2	
E1 – E4	100	±1	6	9	24	30	32	±7	3.7	±0.2	
E5 – E9	100	±1	3	9	20	36	33	±7	3.9	±0.2	
Officers	100	±1	3	4	17	34	42	±5	4.1	±0.1	
ANG	100	±1	1	4	12	43	40	±3	4.1	±0.1	
White	100	±1	1	4	12	42	39	±3	4.1	±0.1	
Total Minority	99	±1	2	4	11	43	40	±4	4.2	±0.1	
Black	99	±1	2	3	11	47	37	±5	4.1	±0.1	
Hispanic	99	±1	2	4	10	42	42	±7	4.2	±0.1	
Other Race/Ethnicity	100	±1	1	6	12	42	40	±7	4.1	±0.1	
Enlisted	100	±1	1	4	12	43	39	±3	4.1	±0.1	
E1 – E4	100	±1	1	4	11	43	40	±6	4.2	±0.1	
E5 – E9	100	±1	2	5	13	43	38	±3	4.1	±0.1	
Officers	99	±1	1	4	9	41	45	±6	4.2	±0.1	
USAFR	99	±1	4	6	13	39	38	±3	4.0	±0.1	
White	99	±1	4	6	13	40	38	±4	4.0	±0.1	
Total Minority	100	±1	3	5	15	37	40	±4	4.1	±0.1	
Black	99	±1	3	7	14	37	39	±5	4.0	±0.1	
Hispanic	100	±1	3	4	14	38	41	±7	4.1	±0.2	
Other Race/Ethnicity	100	±1	2	5	18	37	38	±7	4.0	±0.2	
Enlisted	99	±1	4	6	14	38	39	±4	4.0	±0.1	
E1 – E4	99	±2	3	6	14	36	41	±6	4.1	±0.2	
E5 – E9	99	±1	4	6	14	39	38	±4	4.0	±0.1	
Officers	100	±1	3	5	11	43	37	±6	4.1	±0.2	
USCGR	99	±1	2	5	16	44	32	±5	4.0	±0.1	
White	99	±1	2	5	16	45	33	±5	4.0	±0.1	
Total Minority	98	±2	4	6	19	40	32	±7	3.9	±0.2	
Black	94	±9	NR	7	5	56	31	±17	4.1	±0.3	
Hispanic	98	±3	4	4	21	36	36	±9	4.0	±0.2	
Other Race/Ethnicity	100	±0	5	9	22	37	27	±14	3.7	±0.3	
Enlisted	99	±1	2	5	16	44	33	±5	4.0	±0.1	
E1 – E4	99	±2	3	7	17	48	25	±8	3.9	±0.2	
E5 – E9	99	±2	2	4	16	41	37	±6	4.1	±0.2	
Officers	99	±2	1	7	18	43	31	±6	4.0	±0.2	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

43. How much do you agree or disagree with the following statements about the work you do at your military workplace?**d. Your job gives you the chance to acquire valuable skills.**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	4	7	16	39	35	±2	3.9	±0.1	
Enlisted	99	±1	4	7	17	38	34	±2	3.9	±0.1	
E1 – E4	100	±1	5	6	18	35	35	±4	3.9	±0.1	
E5 – E9	99	±1	3	7	15	41	34	±2	3.9	±0.1	
Officers	100	±1	2	6	15	41	36	±3	4.0	±0.1	
O1 – O3	100	±0	3	6	16	40	34	±5	4.0	±0.1	
O4 – O6	100	±1	2	5	14	39	39	±4	4.1	±0.1	
Male	99	±1	4	7	16	38	35	±2	4.0	±0.1	
Female	99	±1	4	7	17	41	32	±4	3.9	±0.1	
White	99	±1	3	7	16	39	34	±3	3.9	±0.1	
Total Minority	100	±1	4	6	16	38	35	±2	3.9	±0.1	
Black	99	±1	3	5	15	39	37	±3	4.0	±0.1	
Hispanic	100	±1	4	6	17	38	36	±3	4.0	±0.1	
AIAN	100	±1	4	5	17	31	43	±14	4.0	±0.3	
Asian	100	±1	4	9	17	40	30	±6	3.8	±0.2	
NHPI	100	±1	1	7	14	33	45	±13	4.1	±0.3	
Two or More Races	100	±1	7	10	21	36	26	±8	3.6	±0.2	
AGR/FTS/AR	100	±1	2	4	13	44	37	±4	4.1	±0.1	
Other Selected Reserve	99	±1	4	7	17	38	34	±2	3.9	±0.1	
Reserve Unit	99	±1	4	7	17	38	34	±2	3.9	±0.1	
Military Technician	99	±1	2	7	13	41	38	±4	4.1	±0.1	
IMA	100	±1	3	8	17	36	35	±3	3.9	±0.1	
Not Activated Past 12 Months	99	±1	4	7	16	38	35	±2	3.9	±0.1	
Activated Past 12 Months	100	±1	3	6	17	40	34	±4	4.0	±0.1	
Not Deployed Past 12 Months	99	±1	4	7	16	38	35	±2	3.9	±0.1	
Deployed Past 12 Months	100	±1	3	7	18	42	30	±5	3.9	±0.1	
ARNG	99	±1	3	7	16	38	36	±3	4.0	±0.1	
White	99	±1	3	7	16	39	35	±4	4.0	±0.1	
Total Minority	100	±1	4	7	16	36	37	±4	3.9	±0.1	
Black	100	±1	4	5	14	37	39	±5	4.0	±0.2	
Hispanic	100	±1	5	5	16	37	38	±7	4.0	±0.2	
Other Race/Ethnicity	100	±1	4	13	19	33	31	±10	3.7	±0.3	
Enlisted	99	±1	4	7	16	38	35	±4	3.9	±0.1	
E1 – E4	100	±1	5	7	17	35	35	±6	3.9	±0.2	
E5 – E9	99	±1	2	7	15	41	35	±4	4.0	±0.1	
Officers	100	±1	1	5	15	40	39	±6	4.1	±0.1	
USAR	99	±1	5	6	19	38	31	±3	3.8	±0.1	
White	99	±2	6	7	20	37	30	±5	3.8	±0.2	
Total Minority	99	±1	4	6	17	40	32	±3	3.9	±0.1	
Black	99	±1	3	5	16	41	35	±5	4.0	±0.1	
Hispanic	100	±0	4	6	20	40	30	±6	3.9	±0.1	
Other Race/Ethnicity	100	±1	6	7	18	39	30	±9	3.8	±0.3	
Enlisted	99	±1	5	6	20	37	31	±4	3.8	±0.1	
E1 – E4	99	±2	6	6	22	35	31	±6	3.8	±0.2	
E5 – E9	99	±2	5	7	17	40	31	±4	3.9	±0.1	
Officers	100	±1	4	7	14	43	32	±6	3.9	±0.2	

Note. Percent responding are Reserve component members who answered the question.

43d. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
USNR	100	±1	2	8	15	41	34	±4	4.0	±0.1	
White	100	±0	2	8	13	42	34	±6	4.0	±0.2	
Total Minority	99	±1	3	8	17	38	34	±4	3.9	±0.1	
Black	99	±1	3	8	16	36	37	±5	4.0	±0.1	
Hispanic	99	±2	2	9	15	40	34	±6	3.9	±0.2	
Other Race/Ethnicity	99	±1	4	5	22	40	30	±8	3.9	±0.2	
Enlisted	100	±1	3	9	14	41	34	±4	3.9	±0.1	
E1 – E4	99	±1	3	8	15	37	37	±8	4.0	±0.2	
E5 – E9	100	±1	3	9	14	42	33	±5	3.9	±0.1	
Officers	100	±1	2	7	17	40	34	±6	4.0	±0.2	
USMCR	100	±1	7	8	21	31	33	±5	3.7	±0.2	
White	100	±1	7	8	22	31	31	±7	3.7	±0.2	
Total Minority	100	±1	7	7	19	31	36	±6	3.8	±0.2	
Black	100	±0	3	4	18	39	37	±12	4.0	±0.2	
Hispanic	100	±1	7	4	21	30	37	±9	3.9	±0.3	
Other Race/Ethnicity	100	±0	12	18	17	23	30	±19	3.4	±0.4	
Enlisted	100	±1	8	8	22	30	33	±6	3.7	±0.2	
E1 – E4	100	±0	9	6	24	29	32	±7	3.7	±0.2	
E5 – E9	100	±1	4	12	16	33	34	±7	3.8	±0.2	
Officers	100	±0	3	6	17	40	35	±5	4.0	±0.1	
ANG	100	±1	2	6	14	41	38	±3	4.1	±0.1	
White	100	±1	2	7	14	41	37	±3	4.1	±0.1	
Total Minority	100	±1	2	4	13	42	39	±4	4.1	±0.1	
Black	100	±1	3	4	13	41	39	±5	4.1	±0.1	
Hispanic	100	±1	2	3	13	40	42	±6	4.2	±0.1	
Other Race/Ethnicity	100	±1	2	4	14	45	35	±7	4.1	±0.1	
Enlisted	100	±1	2	6	14	41	37	±3	4.0	±0.1	
E1 – E4	100	±1	2	3	10	40	46	±6	4.2	±0.2	
E5 – E9	100	±1	2	7	15	42	34	±3	4.0	±0.1	
Officers	100	±1	1	4	14	38	43	±6	4.2	±0.2	
USAFR	99	±1	3	7	16	38	36	±3	4.0	±0.1	
White	100	±1	3	6	16	38	36	±4	4.0	±0.1	
Total Minority	99	±2	2	7	15	39	37	±4	4.0	±0.1	
Black	99	±2	2	7	14	41	35	±5	4.0	±0.1	
Hispanic	98	±3	2	8	16	37	37	±7	4.0	±0.2	
Other Race/Ethnicity	100	±1	3	4	16	37	39	±7	4.1	±0.2	
Enlisted	99	±1	3	6	16	38	37	±4	4.0	±0.1	
E1 – E4	99	±1	2	5	13	36	45	±6	4.2	±0.2	
E5 – E9	99	±1	4	7	17	38	34	±4	3.9	±0.1	
Officers	100	±1	3	7	15	41	34	±6	4.0	±0.2	
USCGR	100	±1	2	6	17	43	32	±5	4.0	±0.1	
White	100	±1	2	6	16	45	31	±5	4.0	±0.1	
Total Minority	100	±1	4	5	19	37	35	±7	4.0	±0.2	
Black	100	±0	2	8	NR	48	36	±17	4.1	±0.3	
Hispanic	100	±1	4	4	17	35	39	±9	4.0	±0.2	
Other Race/Ethnicity	100	±0	4	4	29	35	28	±16	3.8	±0.3	
Enlisted	100	±0	2	6	17	43	33	±5	4.0	±0.1	
E1 – E4	100	±0	2	6	19	43	30	±8	3.9	±0.2	
E5 – E9	100	±0	2	5	15	43	34	±6	4.0	±0.2	
Officers	99	±1	3	6	20	42	30	±6	3.9	±0.2	

Note. Percent responding are Reserve component members who answered the question.



















































NR: Not reportable

43. How much do you agree or disagree with the following statements about the work you do at your military workplace?**e. You are satisfied with your job as a whole.**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	4	7	17	41	32	±2	3.9	±0.1	
Enlisted	100	±1	4	8	18	40	31	±2	3.9	±0.1	
E1 – E4	100	±1	5	8	20	38	29	±4	3.8	±0.1	
E5 – E9	100	±1	3	8	16	41	33	±2	3.9	±0.1	
Officers	100	±1	3	6	11	47	34	±3	4.0	±0.1	
O1 – O3	100	±1	4	7	13	47	30	±5	3.9	±0.2	
O4 – O6	99	±1	2	5	9	45	39	±4	4.1	±0.1	
Male	100	±1	4	7	16	41	32	±2	3.9	±0.1	
Female	100	±1	5	8	19	38	30	±4	3.8	±0.1	
White	100	±1	4	7	16	42	31	±3	3.9	±0.1	
Total Minority	99	±1	4	7	17	39	32	±2	3.9	±0.1	
Black	99	±1	4	7	17	40	33	±3	3.9	±0.1	
Hispanic	100	±1	4	7	17	39	33	±3	3.9	±0.1	
AIAN	99	±2	4	9	15	30	42	±15	4.0	±0.3	
Asian	100	±1	3	8	20	41	27	±6	3.8	±0.2	
NHPI	100	±1	5	4	16	36	39	±14	4.0	±0.4	
Two or More Races	100	±1	7	13	21	38	21	±9	3.5	±0.2	
AGR/FTS/AR	99	±1	2	6	15	42	34	±4	4.0	±0.1	
Other Selected Reserve	100	±1	4	7	17	40	31	±2	3.9	±0.1	
Reserve Unit	100	±1	4	7	17	40	31	±2	3.9	±0.1	
Military Technician	100	±1	3	5	15	41	36	±4	4.0	±0.1	
IMA	100	±1	3	7	14	39	37	±3	4.0	±0.1	
Not Activated Past 12 Months	100	±1	4	7	16	40	32	±2	3.9	±0.1	
Activated Past 12 Months	100	±1	3	8	18	41	31	±4	3.9	±0.1	
Not Deployed Past 12 Months	100	±1	4	7	16	40	32	±2	3.9	±0.1	
Deployed Past 12 Months	100	±1	2	8	18	44	28	±5	3.9	±0.1	
ARNG	100	±1	3	8	17	40	32	±3	3.9	±0.1	
White	100	±1	3	8	17	41	31	±4	3.9	±0.1	
Total Minority	100	±1	5	7	17	37	33	±4	3.9	±0.1	
Black	100	±1	4	6	17	38	35	±5	3.9	±0.2	
Hispanic	99	±1	5	6	16	38	36	±7	3.9	±0.2	
Other Race/Ethnicity	100	±1	6	13	20	35	26	±10	3.6	±0.3	
Enlisted	100	±1	4	8	18	39	32	±4	3.9	±0.1	
E1 – E4	99	±1	5	8	20	38	29	±6	3.8	±0.2	
E5 – E9	100	±1	2	8	15	40	34	±4	3.9	±0.1	
Officers	99	±1	1	5	11	47	35	±6	4.1	±0.1	
USAR	100	±1	5	7	18	41	28	±4	3.8	±0.1	
White	100	±1	6	7	18	41	27	±6	3.8	±0.2	
Total Minority	99	±1	4	7	18	41	29	±3	3.8	±0.1	
Black	99	±1	4	7	17	41	32	±5	3.9	±0.1	
Hispanic	100	±1	4	7	20	40	28	±6	3.8	±0.1	
Other Race/Ethnicity	99	±1	6	10	20	40	25	±8	3.7	±0.2	
Enlisted	100	±1	5	8	20	40	28	±4	3.8	±0.1	
E1 – E4	100	±1	6	9	21	39	25	±6	3.7	±0.2	
E5 – E9	99	±1	5	7	18	40	31	±4	3.8	±0.1	
Officers	100	±1	5	6	12	48	30	±6	3.9	±0.2	

Note. Percent responding are Reserve component members who answered the question.

43e. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
USNR	100	±1	2	8	15	42	33	±4	4.0	±0.1	
White	100	±0	1	7	14	44	34	±6	4.0	±0.1	
Total Minority	100	±1	3	9	18	39	31	±4	3.9	±0.1	
Black	100	±1	4	8	18	37	33	±5	3.9	±0.2	
Hispanic	100	±1	3	9	16	41	30	±6	3.9	±0.2	
Other Race/Ethnicity	99	±1	3	9	20	39	29	±7	3.8	±0.2	
Enlisted	100	±1	2	8	17	40	32	±4	3.9	±0.1	
E1 – E4	100	±1	4	8	21	35	32	±8	3.8	±0.2	
E5 – E9	100	±1	2	8	15	42	33	±5	4.0	±0.1	
Officers	100	±1	1	5	11	47	35	±6	4.1	±0.1	
USMCR	100	±1	7	7	19	35	32	±5	3.8	±0.2	
White	100	±1	8	8	19	34	32	±7	3.7	±0.2	
Total Minority	100	±1	5	6	19	36	33	±6	3.9	±0.2	
Black	100	±1	2	6	20	35	37	±12	4.0	±0.2	
Hispanic	100	±1	4	6	17	38	34	±9	3.9	±0.2	
Other Race/Ethnicity	100	±0	13	4	25	32	25	±16	3.5	±0.4	
Enlisted	100	±1	7	8	19	34	32	±6	3.8	±0.2	
E1 – E4	100	±0	9	7	21	31	32	±7	3.7	±0.2	
E5 – E9	100	±1	3	9	15	41	32	±6	3.9	±0.2	
Officers	99	±1	2	5	14	40	39	±5	4.1	±0.1	
ANG	100	±1	2	6	14	43	35	±3	4.0	±0.1	
White	100	±1	2	6	14	44	34	±3	4.0	±0.1	
Total Minority	99	±1	2	5	16	41	36	±4	4.0	±0.1	
Black	100	±1	3	6	14	44	33	±5	4.0	±0.1	
Hispanic	100	±1	2	5	16	37	40	±6	4.1	±0.2	
Other Race/Ethnicity	99	±2	1	6	18	42	33	±7	4.0	±0.1	
Enlisted	100	±1	2	6	15	43	33	±3	4.0	±0.1	
E1 – E4	100	±1	1	4	17	40	37	±6	4.1	±0.2	
E5 – E9	100	±1	2	7	14	44	32	±3	4.0	±0.1	
Officers	99	±2	2	6	10	42	41	±6	4.2	±0.2	
USAFR	100	±1	3	7	13	41	35	±3	4.0	±0.1	
White	100	±1	4	7	12	42	35	±4	4.0	±0.1	
Total Minority	100	±1	3	8	15	40	35	±4	4.0	±0.1	
Black	99	±1	3	9	13	41	33	±5	3.9	±0.1	
Hispanic	99	±1	2	9	15	37	36	±7	4.0	±0.2	
Other Race/Ethnicity	100	±1	2	6	16	42	34	±7	4.0	±0.2	
Enlisted	100	±1	4	7	14	40	35	±4	4.0	±0.1	
E1 – E4	99	±1	3	6	14	37	39	±6	4.0	±0.2	
E5 – E9	100	±1	4	8	15	41	33	±4	3.9	±0.1	
Officers	99	±1	3	7	8	49	33	±6	4.0	±0.2	
USCGR	100	±1	3	8	12	46	31	±5	4.0	±0.1	
White	99	±1	2	8	11	48	31	±5	4.0	±0.1	
Total Minority	100	±0	5	7	16	40	32	±7	3.9	±0.2	
Black	100	±0	5	6	12	47	30	±19	3.9	±0.4	
Hispanic	100	±0	4	8	15	38	36	±9	3.9	±0.2	
Other Race/Ethnicity	100	±0	6	5	21	40	27	±13	3.8	±0.3	
Enlisted	100	±1	3	8	12	47	31	±5	3.9	±0.1	
E1 – E4	100	±0	4	13	14	46	24	±8	3.7	±0.2	
E5 – E9	99	±2	2	5	11	47	35	±6	4.1	±0.2	
Officers	99	±1	1	5	15	44	34	±6	4.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

43. Work Satisfaction scale: Constructed from Q43. Work Satisfaction can be defined as a sense of pride, use of skills, work enjoyment, and the opportunity to acquire valuable skills.

	Percent Responding		Mean	Max ME	Work Satisfaction
TOTAL DOD	98	±1	4.0	±0.1	
Enlisted	98	±1	3.9	±0.1	
E1 – E4	98	±1	3.9	±0.1	
E5 – E9	98	±1	4.0	±0.1	
Officers	99	±1	4.1	±0.1	
O1 – O3	99	±1	4.0	±0.1	
O4 – O6	98	±2	4.2	±0.1	
Male	98	±1	4.0	±0.1	
Female	98	±2	3.9	±0.1	
White	98	±1	4.0	±0.1	
Total Minority	98	±1	4.0	±0.1	
Black	98	±1	4.0	±0.1	
Hispanic	98	±1	4.0	±0.1	
AIAN	96	±5	4.0	±0.2	
Asian	99	±1	3.9	±0.1	
NHPI	97	±5	4.1	±0.3	
Two or More Races	98	±2	3.7	±0.2	
AGR/FTS/AR	98	±1	4.1	±0.1	
Other Selected Reserve	98	±1	3.9	±0.1	
Reserve Unit	98	±1	3.9	±0.1	
Military Technician	97	±2	4.1	±0.1	
IMA	98	±1	4.0	±0.1	
Not Activated Past 12 Months	98	±1	4.0	±0.1	
Activated Past 12 Months	98	±1	4.0	±0.1	
Not Deployed Past 12 Months	98	±1	4.0	±0.1	
Deployed Past 12 Months	98	±2	3.9	±0.1	
ARNG	98	±1	4.0	±0.1	
White	98	±2	4.0	±0.1	
Total Minority	99	±1	4.0	±0.1	
Black	99	±1	4.0	±0.1	
Hispanic	99	±1	4.0	±0.2	
Other Race/Ethnicity	98	±2	3.7	±0.2	
Enlisted	98	±1	4.0	±0.1	
E1 – E4	98	±2	3.9	±0.2	
E5 – E9	98	±2	4.0	±0.1	
Officers	99	±2	4.1	±0.1	
USAR	98	±1	3.8	±0.1	
White	98	±2	3.8	±0.2	
Total Minority	97	±1	3.9	±0.1	
Black	97	±2	4.0	±0.1	
Hispanic	98	±2	3.9	±0.1	
Other Race/Ethnicity	97	±3	3.8	±0.2	
Enlisted	98	±2	3.8	±0.1	
E1 – E4	98	±2	3.7	±0.2	
E5 – E9	97	±2	3.9	±0.1	
Officers	99	±2	4.0	±0.2	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. Higher scores indicate more satisfying experiences. The overall Cronbach's alpha = 0.92 (White = 0.92, Black = 0.92, Hispanic = 0.91, and Other Race/Ethnicity = 0.91). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent. One item, "You are satisfied with your job as a whole," was excluded from this scale.

43. Continued	Percent Responding		Mean	Max ME	Work Satisfaction
USNR	98	±1	4.0	±0.1	
White	99	±2	4.0	±0.1	
Total Minority	97	±1	4.0	±0.1	
Black	97	±2	4.0	±0.1	
Hispanic	98	±2	4.0	±0.2	
Other Race/Ethnicity	98	±2	3.9	±0.1	
Enlisted	98	±1	4.0	±0.1	
E1 – E4	98	±2	3.9	±0.2	
E5 – E9	98	±2	4.0	±0.1	
Officers	99	±2	4.1	±0.1	
USMCR	99	±1	3.8	±0.2	
White	100	±1	3.8	±0.2	
Total Minority	99	±1	3.9	±0.2	
Black	99	±2	4.1	±0.2	
Hispanic	99	±2	3.9	±0.2	
Other Race/Ethnicity	99	±2	3.7	±0.4	
Enlisted	99	±1	3.8	±0.2	
E1 – E4	99	±1	3.7	±0.2	
E5 – E9	99	±1	3.9	±0.2	
Officers	99	±1	4.1	±0.1	
ANG	98	±1	4.1	±0.1	
White	98	±1	4.1	±0.1	
Total Minority	98	±1	4.1	±0.1	
Black	98	±2	4.1	±0.1	
Hispanic	99	±1	4.1	±0.1	
Other Race/Ethnicity	98	±3	4.1	±0.1	
Enlisted	98	±1	4.1	±0.1	
E1 – E4	99	±1	4.2	±0.1	
E5 – E9	98	±1	4.0	±0.1	
Officers	98	±2	4.2	±0.1	
USAFR	98	±1	4.0	±0.1	
White	98	±1	4.0	±0.1	
Total Minority	98	±2	4.0	±0.1	
Black	98	±2	4.0	±0.1	
Hispanic	98	±3	4.0	±0.2	
Other Race/Ethnicity	99	±1	4.1	±0.1	
Enlisted	98	±1	4.0	±0.1	
E1 – E4	98	±2	4.1	±0.1	
E5 – E9	98	±2	4.0	±0.1	
Officers	99	±1	4.1	±0.2	
USCGR	98	±2	4.0	±0.1	
White	98	±2	4.0	±0.1	
Total Minority	97	±2	3.9	±0.2	
Black	94	±9	4.0	±0.3	
Hispanic	98	±3	4.0	±0.2	
Other Race/Ethnicity	98	±3	3.7	±0.3	
Enlisted	98	±2	4.0	±0.1	
E1 – E4	99	±2	3.8	±0.2	
E5 – E9	97	±3	4.0	±0.2	
Officers	97	±2	4.0	±0.1	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. Higher scores indicate more satisfying experiences. The overall Cronbach's alpha = 0.92 (White = 0.92, Black = 0.92, Hispanic = 0.91, and Other Race/Ethnicity = 0.91). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent. One item, "You are satisfied with your job as a whole," was excluded from this scale.

44. In your present military unit, to what extent are you...**a. Allowed to draw upon your non-military experiences/skills?**1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	99	±1	7	14	29	28	22	±2	3.4	±0.1	
Enlisted	99	±1	7	14	30	27	20	±2	3.4	±0.1	
E1 – E4	99	±1	9	16	34	23	18	±4	3.2	±0.1	
E5 – E9	99	±1	6	13	27	30	23	±2	3.5	±0.1	
Officers	99	±1	4	13	23	32	29	±3	3.7	±0.1	
O1 – O3	100	±1	5	15	24	30	26	±5	3.6	±0.2	
O4 – O6	99	±1	4	12	21	32	31	±4	3.8	±0.1	
Male	99	±1	6	13	29	29	23	±2	3.5	±0.1	
Female	99	±1	10	18	30	24	18	±4	3.2	±0.1	
White	100	±1	6	14	29	28	22	±3	3.5	±0.1	
Total Minority	99	±1	9	14	30	27	21	±2	3.4	±0.1	
Black	99	±1	10	13	29	27	21	±3	3.4	±0.1	
Hispanic	99	±2	8	13	29	28	21	±3	3.4	±0.1	
AIAN	99	±1	12	13	24	19	32	±19	3.5	±0.5	
Asian	99	±1	9	14	33	25	19	±5	3.3	±0.1	
NHPI	100	±1	8	17	26	29	21	±23	3.4	±0.4	
Two or More Races	99	±2	11	16	33	24	16	±8	3.2	±0.2	
AGR/FTS/AR	99	±1	6	15	27	32	21	±4	3.5	±0.1	
Other Selected Reserve	99	±1	7	14	29	27	22	±2	3.4	±0.1	
Reserve Unit	99	±1	7	14	30	27	22	±2	3.4	±0.1	
Military Technician	99	±1	6	8	30	32	24	±4	3.6	±0.1	
IMA	99	±1	6	11	20	28	35	±3	3.8	±0.1	
Not Activated Past 12 Months	99	±1	7	14	29	28	22	±2	3.4	±0.1	
Activated Past 12 Months	100	±1	7	15	29	28	21	±4	3.4	±0.1	
Not Deployed Past 12 Months	99	±1	7	14	29	27	22	±2	3.4	±0.1	
Deployed Past 12 Months	99	±1	8	15	29	31	17	±5	3.3	±0.1	
ARNG	99	±1	7	14	30	27	22	±3	3.4	±0.1	
White	99	±1	5	14	30	28	23	±4	3.5	±0.1	
Total Minority	99	±2	9	15	31	26	19	±4	3.3	±0.1	
Black	99	±1	9	14	31	26	20	±5	3.3	±0.2	
Hispanic	98	±3	8	14	29	27	21	±7	3.4	±0.2	
Other Race/Ethnicity	100	±1	11	16	35	21	16	±9	3.2	±0.2	
Enlisted	99	±1	7	14	31	27	21	±4	3.4	±0.1	
E1 – E4	99	±2	8	16	36	21	18	±6	3.2	±0.2	
E5 – E9	99	±1	5	12	27	32	24	±4	3.6	±0.1	
Officers	99	±2	4	12	25	32	28	±6	3.7	±0.2	
USAR	99	±1	8	14	29	28	20	±3	3.4	±0.1	
White	100	±1	7	16	30	28	19	±5	3.4	±0.2	
Total Minority	99	±1	10	12	28	30	20	±3	3.4	±0.1	
Black	99	±1	10	11	28	30	20	±4	3.4	±0.1	
Hispanic	99	±1	10	12	27	31	20	±5	3.4	±0.2	
Other Race/Ethnicity	99	±2	11	15	29	25	21	±8	3.3	±0.3	
Enlisted	99	±1	9	14	31	28	18	±4	3.3	±0.1	
E1 – E4	100	±1	11	14	32	28	15	±6	3.2	±0.2	
E5 – E9	99	±1	8	14	29	28	21	±4	3.4	±0.1	
Officers	99	±1	5	14	23	29	29	±6	3.6	±0.2	

Note. Percent responding are Reserve component members who answered the question.

44a. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
USNR	99	±1	7	13	26	32	23	±4	3.5	±0.1	
White	99	±1	6	12	23	35	24	±5	3.6	±0.2	
Total Minority	99	±1	10	13	30	27	21	±4	3.4	±0.1	
Black	99	±2	11	10	29	28	21	±5	3.4	±0.2	
Hispanic	99	±1	9	15	29	27	21	±6	3.4	±0.2	
Other Race/Ethnicity	99	±1	9	13	32	26	20	±7	3.4	±0.2	
Enlisted	99	±1	8	13	27	31	21	±4	3.4	±0.1	
E1 – E4	98	±2	10	13	30	27	20	±8	3.3	±0.2	
E5 – E9	100	±1	8	14	26	32	21	±5	3.5	±0.2	
Officers	99	±1	4	10	22	34	30	±6	3.8	±0.2	
USMCR	99	±1	9	21	31	19	21	±5	3.2	±0.2	
White	100	±1	9	21	30	19	21	±7	3.2	±0.2	
Total Minority	98	±3	8	19	33	19	21	±6	3.2	±0.2	
Black	99	±2	5	17	32	24	22	±13	3.4	±0.3	
Hispanic	97	±5	7	15	37	19	22	±9	3.3	±0.3	
Other Race/Ethnicity	99	±2	15	33	23	14	15	±16	2.8	±0.4	
Enlisted	99	±1	9	21	32	18	20	±6	3.2	±0.2	
E1 – E4	99	±2	10	24	34	15	17	±8	3.0	±0.2	
E5 – E9	100	±1	7	15	26	25	27	±7	3.5	±0.2	
Officers	99	±1	7	12	22	29	30	±5	3.6	±0.2	
ANG	100	±1	5	14	29	29	23	±3	3.5	±0.1	
White	100	±1	5	14	29	29	23	±3	3.5	±0.1	
Total Minority	99	±1	6	13	31	29	22	±4	3.5	±0.1	
Black	100	±1	7	15	30	26	22	±5	3.4	±0.1	
Hispanic	99	±1	6	11	33	29	21	±7	3.5	±0.2	
Other Race/Ethnicity	100	±1	4	13	29	30	24	±6	3.6	±0.2	
Enlisted	100	±1	5	14	31	29	21	±3	3.5	±0.1	
E1 – E4	100	±1	7	12	37	25	20	±6	3.4	±0.2	
E5 – E9	100	±1	5	15	29	30	22	±3	3.5	±0.1	
Officers	100	±1	5	14	19	32	31	±6	3.7	±0.2	
USAFR	99	±1	6	14	26	29	25	±3	3.5	±0.1	
White	99	±1	5	14	25	31	24	±4	3.5	±0.1	
Total Minority	99	±1	9	14	27	25	25	±3	3.4	±0.1	
Black	99	±1	11	16	26	23	24	±5	3.3	±0.2	
Hispanic	100	±1	6	13	28	25	27	±7	3.5	±0.2	
Other Race/Ethnicity	99	±1	7	13	29	28	23	±6	3.5	±0.2	
Enlisted	99	±1	7	14	27	27	24	±3	3.5	±0.1	
E1 – E4	99	±2	9	13	30	24	25	±6	3.4	±0.2	
E5 – E9	99	±1	6	15	26	28	24	±4	3.5	±0.1	
Officers	100	±1	3	15	20	36	26	±6	3.7	±0.2	
USCGR	99	±1	6	14	29	29	22	±4	3.5	±0.1	
White	99	±1	6	14	28	29	23	±5	3.5	±0.2	
Total Minority	100	±1	9	13	33	27	18	±7	3.3	±0.2	
Black	100	±0	8	9	36	32	15	±17	3.4	±0.4	
Hispanic	100	±1	8	10	28	30	23	±9	3.5	±0.2	
Other Race/Ethnicity	100	±0	9	21	40	18	13	±15	3.0	±0.3	
Enlisted	99	±1	6	14	31	28	21	±5	3.4	±0.2	
E1 – E4	100	±0	7	20	40	22	11	±8	3.1	±0.2	
E5 – E9	99	±1	6	10	26	32	26	±6	3.6	±0.2	
Officers	99	±2	6	15	21	30	29	±6	3.6	±0.2	

Note. Percent responding are Reserve component members who answered the question.

44. In your present military unit, to what extent are you...**b. Encouraged to provide input on how to best accomplish mission objectives?**1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	99	±1	7	12	25	32	24	±2	3.5	±0.1	
Enlisted	99	±1	8	12	26	31	23	±2	3.5	±0.1	
E1 – E4	99	±1	10	14	29	26	20	±4	3.3	±0.1	
E5 – E9	99	±1	6	11	23	35	25	±2	3.6	±0.1	
Officers	99	±1	4	8	18	38	31	±3	3.8	±0.1	
O1 – O3	99	±1	5	9	19	40	27	±5	3.8	±0.2	
O4 – O6	99	±1	4	8	17	36	35	±4	3.9	±0.1	
Male	99	±1	7	11	24	33	25	±2	3.6	±0.1	
Female	99	±1	10	16	28	27	20	±4	3.3	±0.1	
White	99	±1	7	11	24	32	25	±3	3.6	±0.1	
Total Minority	99	±1	8	12	25	31	23	±2	3.5	±0.1	
Black	99	±1	8	10	25	32	24	±3	3.5	±0.1	
Hispanic	99	±2	8	11	26	31	24	±3	3.5	±0.1	
AIAN	100	±1	13	14	28	19	27	±18	3.3	±0.5	
Asian	100	±1	7	10	30	33	19	±5	3.5	±0.1	
NHPI	100	±1	10	5	27	34	24	±17	3.6	±0.3	
Two or More Races	99	±2	10	26	18	31	15	±10	3.1	±0.2	
AGR/FTS/AR	100	±1	6	11	20	36	27	±4	3.7	±0.1	
Other Selected Reserve	99	±1	8	12	25	32	24	±2	3.5	±0.1	
Reserve Unit	99	±1	8	12	25	32	24	±2	3.5	±0.1	
Military Technician	99	±1	5	11	22	35	27	±4	3.7	±0.1	
IMA	99	±1	5	9	19	30	36	±3	3.8	±0.1	
Not Activated Past 12 Months	99	±1	7	12	24	32	25	±2	3.6	±0.1	
Activated Past 12 Months	99	±1	8	12	25	33	23	±3	3.5	±0.1	
Not Deployed Past 12 Months	99	±1	7	11	25	32	25	±2	3.6	±0.1	
Deployed Past 12 Months	99	±1	8	13	24	35	19	±5	3.4	±0.1	
ARNG	99	±1	9	12	23	33	23	±3	3.5	±0.1	
White	99	±1	8	12	22	34	24	±4	3.5	±0.1	
Total Minority	99	±2	9	11	25	32	23	±4	3.5	±0.1	
Black	99	±2	8	8	26	33	25	±5	3.6	±0.2	
Hispanic	98	±3	8	12	24	32	24	±7	3.5	±0.2	
Other Race/Ethnicity	100	±1	11	17	26	32	15	±10	3.2	±0.2	
Enlisted	99	±1	9	12	24	32	23	±4	3.5	±0.1	
E1 – E4	99	±2	12	14	27	27	19	±6	3.3	±0.2	
E5 – E9	99	±1	6	10	21	36	26	±4	3.7	±0.1	
Officers	98	±2	4	10	14	44	28	±6	3.8	±0.2	
USAR	99	±1	7	12	27	31	23	±3	3.5	±0.1	
White	99	±2	6	10	30	30	24	±6	3.5	±0.2	
Total Minority	99	±1	8	13	25	33	21	±3	3.5	±0.1	
Black	99	±1	7	11	24	34	23	±4	3.5	±0.1	
Hispanic	99	±1	9	12	26	32	22	±5	3.5	±0.2	
Other Race/Ethnicity	99	±2	10	20	25	30	16	±11	3.2	±0.3	
Enlisted	99	±1	8	13	28	30	21	±4	3.5	±0.1	
E1 – E4	99	±2	9	15	32	25	20	±6	3.3	±0.2	
E5 – E9	99	±1	6	11	24	35	23	±4	3.6	±0.1	
Officers	99	±1	6	6	23	36	28	±6	3.7	±0.2	

Note. Percent responding are Reserve component members who answered the question.

44b. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
USNR	99	±1	6	11	22	34	28	±4	3.7	±0.1	<div></div>
White	99	±1	5	10	21	35	30	±5	3.8	±0.2	<div></div>
Total Minority	100	±1	7	11	25	32	25	±4	3.6	±0.1	<div></div>
Black	100	±1	9	12	24	31	24	±5	3.5	±0.2	<div></div>
Hispanic	99	±1	6	10	25	35	25	±7	3.6	±0.2	<div></div>
Other Race/Ethnicity	100	±1	7	11	26	30	26	±7	3.6	±0.2	<div></div>
Enlisted	100	±1	6	12	24	33	26	±4	3.6	±0.1	<div></div>
E1 – E4	99	±2	7	14	25	30	24	±8	3.5	±0.2	<div></div>
E5 – E9	100	±1	6	11	23	34	26	±5	3.6	±0.1	<div></div>
Officers	99	±1	4	7	18	36	35	±6	3.9	±0.2	<div></div>
USMCR	100	±1	7	12	28	28	24	±5	3.5	±0.2	<div></div>
White	100	±1	7	11	27	30	25	±7	3.5	±0.2	<div></div>
Total Minority	100	±1	8	14	30	25	23	±7	3.4	±0.2	<div></div>
Black	100	±1	5	16	25	30	24	±13	3.5	±0.3	<div></div>
Hispanic	100	±1	7	9	35	25	24	±10	3.5	±0.2	<div></div>
Other Race/Ethnicity	100	±1	14	25	22	21	18	±17	3.0	±0.4	<div></div>
Enlisted	100	±1	8	13	30	27	22	±6	3.4	±0.2	<div></div>
E1 – E4	100	±1	9	14	33	25	19	±8	3.3	±0.2	<div></div>
E5 – E9	100	±1	5	10	21	34	30	±7	3.7	±0.2	<div></div>
Officers	99	±1	3	7	15	36	38	±5	4.0	±0.1	<div></div>
ANG	99	±1	6	12	26	31	26	±3	3.6	±0.1	<div></div>
White	99	±1	6	12	25	31	26	±3	3.6	±0.1	<div></div>
Total Minority	100	±1	6	12	27	30	25	±3	3.6	±0.1	<div></div>
Black	100	±1	7	13	28	27	26	±4	3.5	±0.1	<div></div>
Hispanic	99	±1	6	11	29	30	24	±7	3.6	±0.2	<div></div>
Other Race/Ethnicity	100	±1	5	11	25	33	26	±6	3.6	±0.2	<div></div>
Enlisted	99	±1	6	12	27	31	24	±3	3.6	±0.1	<div></div>
E1 – E4	99	±2	6	11	32	25	26	±6	3.5	±0.2	<div></div>
E5 – E9	99	±1	6	12	25	33	24	±3	3.6	±0.1	<div></div>
Officers	99	±1	4	9	21	29	37	±6	3.8	±0.2	<div></div>
USAFR	99	±1	6	10	25	31	28	±3	3.6	±0.1	<div></div>
White	99	±1	5	10	25	31	29	±4	3.7	±0.1	<div></div>
Total Minority	99	±1	8	11	26	29	26	±3	3.5	±0.1	<div></div>
Black	99	±1	9	12	26	28	26	±5	3.5	±0.2	<div></div>
Hispanic	99	±2	8	14	26	26	26	±7	3.5	±0.2	<div></div>
Other Race/Ethnicity	99	±2	8	8	24	35	25	±7	3.6	±0.2	<div></div>
Enlisted	99	±1	7	11	27	29	27	±3	3.6	±0.1	<div></div>
E1 – E4	99	±2	7	9	34	25	26	±6	3.5	±0.2	<div></div>
E5 – E9	99	±1	7	12	24	31	27	±4	3.6	±0.1	<div></div>
Officers	99	±2	3	9	18	37	33	±6	3.9	±0.2	<div></div>
USCGR	99	±1	5	11	25	34	25	±4	3.6	±0.1	<div></div>
White	99	±1	5	10	23	36	26	±5	3.7	±0.2	<div></div>
Total Minority	100	±1	7	15	28	28	22	±7	3.5	±0.2	<div></div>
Black	100	±0	8	14	21	36	21	±20	3.5	±0.4	<div></div>
Hispanic	100	±1	4	12	29	30	26	±9	3.6	±0.2	<div></div>
Other Race/Ethnicity	100	±0	10	20	30	23	18	±14	3.2	±0.4	<div></div>
Enlisted	99	±1	5	12	25	34	24	±5	3.6	±0.2	<div></div>
E1 – E4	99	±2	6	16	34	28	15	±8	3.3	±0.2	<div></div>
E5 – E9	99	±1	5	10	20	37	29	±6	3.7	±0.2	<div></div>
Officers	99	±2	5	5	24	34	32	±6	3.8	±0.2	<div></div>




















































Note. Percent responding are Reserve component members who answered the question.

44. In your present military unit, to what extent are you...**c. Encouraged to develop/maintain non-English language skills?**1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	99	±1	47	15	17	12	9	±2	2.2	±0.1	
Enlisted	99	±1	45	16	18	12	10	±2	2.3	±0.1	
E1 – E4	99	±1	39	17	21	12	11	±4	2.4	±0.1	
E5 – E9	99	±1	49	15	16	12	8	±2	2.1	±0.1	
Officers	99	±1	57	14	10	10	8	±3	2.0	±0.1	
O1 – O3	99	±1	52	15	11	13	9	±5	2.1	±0.2	
O4 – O6	99	±1	62	15	8	8	8	±4	1.8	±0.1	
Male	99	±1	46	16	17	12	10	±2	2.2	±0.1	
Female	99	±1	49	14	18	10	8	±4	2.1	±0.1	
White	99	±1	52	16	15	9	8	±3	2.1	±0.1	
Total Minority	99	±1	37	14	21	16	12	±2	2.5	±0.1	
Black	99	±1	41	13	20	16	11	±3	2.4	±0.1	
Hispanic	98	±2	29	15	24	19	13	±4	2.7	±0.1	
AIAN	100	±1	48	12	20	10	9	±13	2.2	±0.4	
Asian	99	±1	34	16	22	16	11	±5	2.5	±0.2	
NHPI	98	±2	36	11	18	15	21	±20	2.7	±0.5	
Two or More Races	99	±2	56	17	12	10	5	±8	1.9	±0.2	
AGR/FTS/AR	99	±1	56	13	13	10	8	±4	2.0	±0.1	
Other Selected Reserve	99	±1	46	16	17	12	9	±2	2.2	±0.1	
Reserve Unit	99	±1	46	16	17	12	9	±2	2.2	±0.1	
Military Technician	99	±1	51	14	15	11	8	±4	2.1	±0.2	
IMA	99	±1	58	13	10	9	11	±3	2.0	±0.1	
Not Activated Past 12 Months	99	±1	47	15	17	12	9	±2	2.2	±0.1	
Activated Past 12 Months	99	±1	46	16	18	11	10	±4	2.2	±0.1	
Not Deployed Past 12 Months	99	±1	47	15	17	12	10	±2	2.2	±0.1	
Deployed Past 12 Months	99	±1	48	16	18	11	7	±5	2.1	±0.2	
ARNG	99	±1	46	16	17	12	10	±3	2.2	±0.1	
White	99	±1	50	17	15	10	8	±4	2.1	±0.2	
Total Minority	99	±2	35	13	22	17	12	±4	2.6	±0.1	
Black	99	±2	39	13	21	17	11	±5	2.5	±0.2	
Hispanic	98	±3	26	14	25	21	15	±7	2.9	±0.2	
Other Race/Ethnicity	99	±1	48	12	18	11	11	±8	2.2	±0.3	
Enlisted	99	±1	44	16	18	12	10	±4	2.3	±0.1	
E1 – E4	99	±2	41	17	19	12	11	±6	2.4	±0.2	
E5 – E9	99	±1	47	15	16	13	8	±4	2.2	±0.1	
Officers	99	±2	57	14	11	11	8	±6	2.0	±0.2	
USAR	99	±1	42	15	19	13	10	±4	2.3	±0.1	
White	99	±2	49	15	18	9	9	±6	2.1	±0.2	
Total Minority	99	±1	34	15	21	18	11	±3	2.6	±0.1	
Black	99	±1	39	12	21	17	12	±5	2.5	±0.2	
Hispanic	99	±1	25	17	24	20	14	±5	2.8	±0.2	
Other Race/Ethnicity	99	±2	40	19	18	16	7	±9	2.3	±0.2	
Enlisted	99	±1	40	16	21	13	10	±4	2.4	±0.1	
E1 – E4	99	±2	36	16	25	12	11	±6	2.5	±0.2	
E5 – E9	99	±1	45	15	17	14	9	±4	2.3	±0.1	
Officers	100	±1	52	13	11	13	11	±6	2.2	±0.2	

Note. Percent responding are Reserve component members who answered the question.

44c. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
USNR	99	±1	44	16	18	13	8	±4	2.3	±0.1	
White	99	±1	49	17	16	11	7	±6	2.1	±0.2	
Total Minority	99	±1	37	14	22	17	10	±4	2.5	±0.1	
Black	98	±2	42	14	20	15	10	±5	2.4	±0.2	
Hispanic	99	±2	35	12	24	19	10	±6	2.6	±0.2	
Other Race/Ethnicity	99	±1	34	17	22	18	10	±7	2.5	±0.2	
Enlisted	99	±1	41	16	20	14	9	±4	2.3	±0.2	
E1 – E4	98	±2	33	20	20	15	13	±8	2.5	±0.3	
E5 – E9	99	±1	44	14	21	14	7	±5	2.3	±0.2	
Officers	99	±1	56	17	11	9	7	±6	1.9	±0.2	
USMCR	99	±1	42	17	20	11	10	±5	2.3	±0.2	
White	100	±1	47	17	18	10	9	±7	2.2	±0.2	
Total Minority	98	±3	34	17	24	13	12	±6	2.5	±0.2	
Black	100	±0	30	19	22	17	11	±12	2.6	±0.3	
Hispanic	97	±5	31	15	27	13	14	±9	2.6	±0.3	
Other Race/Ethnicity	99	±1	45	19	16	10	9	±14	2.2	±0.3	
Enlisted	99	±1	41	17	21	11	10	±6	2.3	±0.2	
E1 – E4	99	±2	40	18	24	9	9	±8	2.3	±0.2	
E5 – E9	99	±1	42	16	15	17	11	±7	2.4	±0.2	
Officers	99	±1	54	15	12	10	10	±5	2.1	±0.2	
ANG	99	±1	57	14	13	8	7	±3	1.9	±0.1	
White	99	±1	61	13	12	8	6	±3	1.9	±0.1	
Total Minority	99	±1	46	15	17	11	11	±4	2.3	±0.1	
Black	99	±1	52	14	16	8	10	±5	2.1	±0.2	
Hispanic	99	±1	38	15	21	14	11	±6	2.4	±0.2	
Other Race/Ethnicity	99	±1	48	17	13	10	12	±6	2.2	±0.2	
Enlisted	99	±1	56	13	14	9	7	±3	2.0	±0.1	
E1 – E4	100	±1	42	15	21	9	13	±6	2.4	±0.2	
E5 – E9	99	±1	61	13	12	9	6	±3	1.9	±0.1	
Officers	99	±1	66	17	5	5	6	±6	1.7	±0.2	
USAFR	99	±1	54	15	12	9	10	±3	2.1	±0.1	
White	99	±1	58	16	10	7	10	±4	1.9	±0.2	
Total Minority	99	±1	48	12	17	13	11	±4	2.3	±0.1	
Black	99	±1	50	12	16	11	11	±5	2.2	±0.2	
Hispanic	99	±1	44	14	17	15	10	±7	2.3	±0.2	
Other Race/Ethnicity	98	±2	49	11	17	13	11	±7	2.3	±0.2	
Enlisted	98	±1	52	15	14	9	11	±4	2.1	±0.1	
E1 – E4	99	±2	43	15	19	10	13	±6	2.4	±0.2	
E5 – E9	98	±2	55	14	12	9	10	±4	2.0	±0.2	
Officers	100	±1	65	15	7	8	6	±6	1.8	±0.2	
USCGR	99	±1	51	16	14	12	7	±4	2.1	±0.2	
White	99	±1	53	16	13	11	6	±5	2.0	±0.2	
Total Minority	100	±1	45	14	17	14	9	±7	2.3	±0.2	
Black	100	±0	46	8	15	23	7	±17	2.4	±0.5	
Hispanic	100	±1	36	15	19	16	14	±9	2.6	±0.3	
Other Race/Ethnicity	99	±2	60	17	13	7	3	±12	1.8	±0.3	
Enlisted	100	±1	48	17	14	13	7	±5	2.1	±0.2	
E1 – E4	100	±0	46	20	16	12	6	±8	2.1	±0.2	
E5 – E9	99	±1	50	15	14	14	7	±6	2.1	±0.2	
Officers	99	±2	65	9	10	8	8	±6	1.8	±0.2	

Note. Percent responding are Reserve component members who answered the question.

44. In your present military unit, to what extent are you...**d. Assigned tasks so you can learn new skills?**1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	99	±1	9	15	27	29	20	±2	3.4	±0.1	
Enlisted	99	±1	9	14	27	29	20	±2	3.4	±0.1	
E1 – E4	99	±1	10	14	27	28	22	±4	3.4	±0.1	
E5 – E9	99	±1	9	15	27	31	18	±2	3.3	±0.1	
Officers	100	±1	7	17	28	29	19	±3	3.4	±0.1	
O1 – O3	100	±1	6	17	26	31	19	±5	3.4	±0.2	
O4 – O6	100	±1	8	16	29	29	19	±4	3.4	±0.1	
Male	99	±1	8	15	27	30	20	±2	3.4	±0.1	
Female	99	±1	12	15	29	26	17	±4	3.2	±0.1	
White	100	±1	8	16	27	30	19	±3	3.4	±0.1	
Total Minority	99	±1	10	13	27	29	21	±2	3.4	±0.1	
Black	99	±1	11	12	25	31	21	±3	3.4	±0.1	
Hispanic	99	±2	8	13	27	29	23	±3	3.4	±0.1	
AIAN	100	±1	14	12	34	20	21	±18	3.2	±0.4	
Asian	99	±1	7	15	30	28	19	±5	3.4	±0.1	
NHPI	100	±1	6	8	39	23	23	±15	3.5	±0.3	
Two or More Races	97	±5	15	21	27	23	14	±9	3.0	±0.2	
AGR/FTS/AR	100	±1	9	16	26	32	18	±4	3.4	±0.1	
Other Selected Reserve	99	±1	9	15	27	29	20	±2	3.4	±0.1	
Reserve Unit	99	±1	9	15	27	29	20	±2	3.4	±0.1	
Military Technician	99	±1	8	14	28	30	20	±4	3.4	±0.1	
IMA	99	±1	10	17	27	24	22	±3	3.3	±0.1	
Not Activated Past 12 Months	99	±1	9	15	27	30	20	±2	3.4	±0.1	
Activated Past 12 Months	99	±1	9	15	28	28	19	±3	3.3	±0.1	
Not Deployed Past 12 Months	99	±1	9	15	27	30	21	±2	3.4	±0.1	
Deployed Past 12 Months	99	±1	10	16	31	28	15	±5	3.2	±0.1	
ARNG	99	±1	9	14	25	32	20	±3	3.4	±0.1	
White	99	±1	9	15	24	32	20	±4	3.4	±0.1	
Total Minority	98	±2	9	12	26	31	21	±4	3.4	±0.1	
Black	99	±2	11	11	24	32	23	±5	3.4	±0.2	
Hispanic	98	±3	7	13	25	33	22	±7	3.5	±0.2	
Other Race/Ethnicity	100	±1	12	13	34	26	15	±9	3.2	±0.2	
Enlisted	99	±1	9	14	25	32	20	±4	3.4	±0.1	
E1 – E4	99	±2	10	14	23	31	21	±6	3.4	±0.2	
E5 – E9	99	±1	8	13	27	33	19	±4	3.4	±0.1	
Officers	100	±1	7	15	23	32	22	±6	3.5	±0.2	
USAR	99	±1	10	16	29	27	17	±3	3.2	±0.1	
White	100	±1	10	18	32	25	15	±5	3.2	±0.2	
Total Minority	98	±2	11	15	27	28	19	±3	3.3	±0.1	
Black	99	±1	12	12	25	32	20	±4	3.4	±0.2	
Hispanic	99	±1	11	14	27	27	21	±5	3.3	±0.2	
Other Race/Ethnicity	96	±6	11	22	29	24	14	±10	3.1	±0.2	
Enlisted	99	±1	11	16	29	26	17	±4	3.2	±0.1	
E1 – E4	99	±2	11	17	32	23	18	±6	3.2	±0.2	
E5 – E9	99	±1	12	16	27	29	16	±4	3.2	±0.1	
Officers	100	±1	6	18	31	28	17	±6	3.3	±0.2	

Note. Percent responding are Reserve component members who answered the question.

44d. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
USNR	99	±1	9	12	30	28	21	±4	3.4	±0.1	
White	99	±1	8	11	32	29	19	±5	3.4	±0.2	
Total Minority	99	±1	10	13	27	27	23	±3	3.4	±0.1	
Black	100	±1	13	12	26	28	21	±5	3.3	±0.2	
Hispanic	99	±1	9	11	27	28	25	±6	3.5	±0.2	
Other Race/Ethnicity	99	±1	7	17	28	25	22	±7	3.4	±0.2	
Enlisted	99	±1	9	12	29	28	21	±4	3.4	±0.1	
E1 – E4	98	±3	10	10	26	27	27	±8	3.5	±0.2	
E5 – E9	100	±1	9	13	31	29	19	±5	3.4	±0.2	
Officers	99	±1	8	12	32	29	19	±6	3.4	±0.2	
USMCR	100	±1	10	13	28	26	23	±5	3.4	±0.2	
White	100	±1	9	13	30	25	22	±7	3.4	±0.2	
Total Minority	99	±1	10	12	26	28	24	±6	3.4	±0.2	
Black	100	±0	6	16	22	32	24	±13	3.5	±0.3	
Hispanic	99	±2	6	10	29	29	26	±9	3.6	±0.2	
Other Race/Ethnicity	100	±1	26	15	22	18	19	±19	2.9	±0.5	
Enlisted	100	±1	10	13	28	26	23	±6	3.4	±0.2	
E1 – E4	100	±1	10	13	30	24	23	±8	3.4	±0.2	
E5 – E9	100	±1	8	12	24	31	24	±7	3.5	±0.2	
Officers	99	±1	9	16	30	24	21	±5	3.3	±0.2	
ANG	100	±1	6	16	28	29	21	±3	3.4	±0.1	
White	100	±1	6	16	29	29	20	±3	3.4	±0.1	
Total Minority	100	±1	8	14	27	27	23	±3	3.4	±0.1	
Black	100	±1	9	13	26	28	24	±4	3.4	±0.1	
Hispanic	100	±1	9	14	28	25	23	±6	3.4	±0.2	
Other Race/Ethnicity	100	±1	5	17	27	27	23	±6	3.5	±0.2	
Enlisted	100	±1	6	15	29	29	21	±3	3.4	±0.1	
E1 – E4	100	±0	2	11	26	34	29	±6	3.8	±0.2	
E5 – E9	100	±1	7	17	30	28	18	±3	3.3	±0.1	
Officers	100	±0	9	18	28	26	20	±6	3.3	±0.2	
USAFR	99	±1	8	16	28	28	21	±3	3.4	±0.1	
White	99	±1	7	18	27	28	20	±4	3.4	±0.1	
Total Minority	99	±1	10	12	29	27	23	±4	3.4	±0.1	
Black	99	±1	10	10	26	31	22	±5	3.4	±0.2	
Hispanic	100	±1	9	14	30	24	22	±7	3.4	±0.2	
Other Race/Ethnicity	99	±2	9	11	30	24	26	±7	3.5	±0.2	
Enlisted	99	±1	8	14	27	29	22	±3	3.4	±0.1	
E1 – E4	99	±2	5	8	27	31	30	±6	3.7	±0.2	
E5 – E9	99	±1	9	17	27	28	19	±4	3.3	±0.1	
Officers	100	±1	8	22	31	24	15	±6	3.2	±0.2	
USCGR	100	±1	7	18	26	31	18	±4	3.3	±0.1	
White	100	±1	6	17	27	32	18	±5	3.4	±0.2	
Total Minority	99	±1	9	21	24	28	18	±7	3.3	±0.2	
Black	98	±5	16	10	22	34	18	±19	3.3	±0.5	
Hispanic	99	±2	7	17	28	27	21	±9	3.4	±0.2	
Other Race/Ethnicity	100	±0	9	33	19	25	15	±14	3.0	±0.3	
Enlisted	100	±1	7	18	26	31	18	±5	3.4	±0.2	
E1 – E4	100	±1	7	17	28	29	20	±8	3.4	±0.2	
E5 – E9	100	±1	7	18	25	32	17	±6	3.4	±0.2	
Officers	99	±1	7	19	28	31	16	±6	3.3	±0.2	

Note. Percent responding are Reserve component members who answered the question.

45. Overall, how well prepared...

a. Are you to perform your wartime job?

1. Very poorly prepared
4. Well prepared

2. Poorly prepared
5. Very well prepared

3. Neither well nor poorly prepared

	Percent Responding		Percentages					Max ME	Average Preparedness		
			1	2	3	4	5				
TOTAL DOD	99	±1	2	5	18	40	34	±2	4.0	±0.1	
Enlisted	99	±1	2	5	19	40	34	±2	4.0	±0.1	
E1 – E4	99	±1	3	6	22	36	32	±4	3.9	±0.1	
E5 – E9	99	±1	2	4	16	42	36	±2	4.1	±0.1	
Officers	99	±1	1	3	17	44	35	±3	4.1	±0.1	
O1 – O3	100	±1	2	5	22	44	28	±5	3.9	±0.1	
O4 – O6	99	±2	0	1	12	44	42	±4	4.3	±0.1	
Male	99	±1	2	4	17	40	36	±2	4.0	±0.1	
Female	100	±1	3	5	23	41	27	±4	3.8	±0.1	
White	99	±1	2	4	18	39	36	±3	4.0	±0.1	
Total Minority	99	±1	3	5	19	42	31	±2	3.9	±0.1	
Black	99	±1	2	6	21	42	30	±3	3.9	±0.1	
Hispanic	99	±1	3	5	17	41	34	±3	4.0	±0.1	
AIAN	100	±1	2	13	13	41	31	±20	3.9	±0.4	
Asian	99	±1	3	4	24	45	24	±4	3.8	±0.1	
NHPI	100	±1	2	5	16	46	31	±13	4.0	±0.2	
Two or More Races	100	±1	4	6	23	42	24	±8	3.8	±0.2	
AGR/FTS/AR	99	±1	2	4	15	42	38	±4	4.1	±0.1	
Other Selected Reserve	99	±1	2	5	19	40	34	±2	4.0	±0.1	
Reserve Unit	99	±1	2	5	19	40	34	±2	4.0	±0.1	
Military Technician	99	±1	1	3	15	41	40	±4	4.1	±0.1	
IMA	99	±1	1	3	15	44	37	±3	4.1	±0.1	
Not Activated Past 12 Months	99	±1	2	5	20	40	33	±2	4.0	±0.1	
Activated Past 12 Months	99	±1	2	3	12	43	39	±4	4.1	±0.1	
Not Deployed Past 12 Months	99	±1	2	5	20	40	33	±2	4.0	±0.1	
Deployed Past 12 Months	100	±1	1	3	11	41	44	±5	4.2	±0.1	
ARNG	99	±1	2	5	19	39	35	±3	4.0	±0.1	
White	99	±1	2	5	19	37	37	±4	4.0	±0.1	
Total Minority	99	±1	3	5	19	43	30	±4	3.9	±0.1	
Black	99	±1	3	5	21	43	28	±5	3.9	±0.1	
Hispanic	100	±1	3	5	16	42	34	±6	4.0	±0.2	
Other Race/Ethnicity	100	±1	3	4	23	45	25	±9	3.8	±0.2	
Enlisted	100	±1	3	5	19	38	35	±4	4.0	±0.1	
E1 – E4	100	±1	3	6	21	35	36	±6	3.9	±0.2	
E5 – E9	100	±1	2	4	17	42	35	±4	4.0	±0.1	
Officers	99	±2	1	2	20	42	35	±6	4.1	±0.1	
USAR	99	±1	3	6	21	39	31	±4	3.9	±0.1	
White	99	±1	3	5	21	39	31	±5	3.9	±0.2	
Total Minority	99	±1	3	7	21	39	30	±3	3.9	±0.1	
Black	99	±1	2	6	21	39	31	±5	3.9	±0.1	
Hispanic	99	±1	4	5	19	39	34	±5	3.9	±0.1	
Other Race/Ethnicity	100	±1	4	11	23	41	21	±10	3.6	±0.2	
Enlisted	99	±1	3	6	22	38	31	±4	3.9	±0.1	
E1 – E4	99	±2	4	8	26	34	28	±6	3.7	±0.2	
E5 – E9	99	±1	2	4	17	42	34	±4	4.0	±0.1	
Officers	99	±2	2	5	17	47	29	±6	4.0	±0.2	

Note. Percent responding are Reserve component members who answered the question.

45a. Continued	Percent Responding		Percentages					Max ME	Average Preparedness		
			1	2	3	4	5				
USNR	99	±1	3	3	21	43	30	±4	3.9	±0.1	<div></div>
White	99	±1	3	2	20	43	31	±6	4.0	±0.1	<div></div>
Total Minority	99	±1	2	5	23	44	27	±4	3.9	±0.1	<div></div>
Black	99	±2	2	6	24	41	27	±5	3.9	±0.1	<div></div>
Hispanic	99	±1	2	4	20	46	28	±6	3.9	±0.1	<div></div>
Other Race/Ethnicity	99	±1	2	4	24	44	26	±7	3.9	±0.2	<div></div>
Enlisted	99	±1	3	4	22	42	29	±4	3.9	±0.1	<div></div>
E1 – E4	99	±1	7	7	24	40	21	±8	3.6	±0.2	<div></div>
E5 – E9	99	±1	2	3	21	43	31	±5	4.0	±0.1	<div></div>
Officers	99	±2	0	1	19	47	33	±6	4.1	±0.1	<div></div>
USMCR	100	±1	3	5	13	42	37	±5	4.0	±0.2	<div></div>
White	100	±1	4	7	11	39	40	±7	4.0	±0.2	<div></div>
Total Minority	100	±1	2	3	16	48	31	±6	4.0	±0.1	<div></div>
Black	99	±2	0	2	13	53	31	±10	4.1	±0.2	<div></div>
Hispanic	100	±0	2	2	15	47	34	±9	4.1	±0.2	<div></div>
Other Race/Ethnicity	100	±0	4	5	21	45	25	±14	3.8	±0.2	<div></div>
Enlisted	100	±1	3	6	13	41	37	±6	4.0	±0.2	<div></div>
E1 – E4	100	±0	4	6	14	39	36	±8	4.0	±0.2	<div></div>
E5 – E9	100	±1	1	6	10	46	38	±7	4.1	±0.2	<div></div>
Officers	100	±1	0	1	11	49	39	±5	4.2	±0.1	<div></div>
ANG	99	±1	1	3	14	44	38	±3	4.2	±0.1	<div></div>
White	99	±1	1	3	13	44	39	±3	4.2	±0.1	<div></div>
Total Minority	100	±1	1	4	15	45	35	±4	4.1	±0.1	<div></div>
Black	99	±1	0	4	17	48	31	±5	4.0	±0.1	<div></div>
Hispanic	100	±1	1	4	13	41	40	±6	4.2	±0.2	<div></div>
Other Race/Ethnicity	100	±1	1	4	15	47	33	±6	4.1	±0.2	<div></div>
Enlisted	99	±1	1	3	14	45	37	±3	4.1	±0.1	<div></div>
E1 – E4	99	±2	1	4	17	50	28	±6	4.0	±0.1	<div></div>
E5 – E9	99	±1	1	3	13	43	40	±3	4.2	±0.1	<div></div>
Officers	100	±1	1	2	11	42	44	±6	4.3	±0.1	<div></div>
USAFR	99	±1	1	3	15	41	39	±3	4.1	±0.1	<div></div>
White	99	±1	1	3	13	42	40	±4	4.2	±0.1	<div></div>
Total Minority	99	±1	2	4	19	39	36	±4	4.0	±0.1	<div></div>
Black	99	±1	2	5	21	38	34	±5	4.0	±0.1	<div></div>
Hispanic	98	±3	2	4	14	37	42	±7	4.1	±0.2	<div></div>
Other Race/Ethnicity	100	±0	1	3	21	42	33	±7	4.0	±0.1	<div></div>
Enlisted	99	±1	2	4	16	41	38	±4	4.1	±0.1	<div></div>
E1 – E4	99	±2	2	6	20	40	32	±6	3.9	±0.2	<div></div>
E5 – E9	99	±1	1	3	14	41	41	±4	4.2	±0.1	<div></div>
Officers	100	±1	1	3	12	42	43	±6	4.2	±0.1	<div></div>
USCGR	99	±1	1	6	20	47	26	±5	3.9	±0.1	<div></div>
White	99	±2	1	6	19	48	26	±5	3.9	±0.1	<div></div>
Total Minority	100	±1	3	5	24	45	24	±7	3.8	±0.2	<div></div>
Black	100	±0	3	2	12	57	26	±17	4.0	±0.3	<div></div>
Hispanic	100	±1	3	8	23	39	28	±9	3.8	±0.2	<div></div>
Other Race/Ethnicity	100	±0	3	2	30	49	16	±12	3.7	±0.2	<div></div>
Enlisted	99	±1	1	6	20	46	27	±5	3.9	±0.1	<div></div>
E1 – E4	100	±0	2	9	27	47	15	±8	3.6	±0.2	<div></div>
E5 – E9	99	±2	1	5	17	45	33	±6	4.0	±0.2	<div></div>
Officers	99	±1	2	4	19	55	22	±6	3.9	±0.1	<div></div>

Note. Percent responding are Reserve component members who answered the question.

45. Overall, how well prepared...

b. Is your military unit to perform its wartime mission?

1. Very poorly prepared
4. Well prepared

2. Poorly prepared
5. Very well prepared

3. Neither well nor poorly prepared

	Percent Responding		Percentages					Max ME	Average Preparedness		
			1	2	3	4	5				
TOTAL DOD	100	±1	3	6	21	41	29	±2	3.9	±0.1	
Enlisted	100	±1	3	7	21	40	28	±2	3.8	±0.1	
E1 – E4	100	±1	3	8	20	38	31	±4	3.9	±0.1	
E5 – E9	100	±1	3	6	22	43	26	±2	3.8	±0.1	
Officers	100	±1	2	5	19	45	29	±3	3.9	±0.1	
O1 – O3	100	±1	3	7	20	47	24	±5	3.8	±0.1	
O4 – O6	100	±1	1	2	16	45	34	±4	4.1	±0.1	
Male	100	±1	3	6	20	41	29	±2	3.9	±0.1	
Female	100	±1	3	9	23	40	25	±4	3.8	±0.1	
White	100	±1	3	6	20	41	30	±3	3.9	±0.1	
Total Minority	100	±1	4	7	23	41	26	±2	3.8	±0.1	
Black	100	±1	3	6	23	42	26	±3	3.8	±0.1	
Hispanic	100	±1	4	7	21	39	29	±3	3.8	±0.1	
AIAN	100	±1	5	11	25	35	23	±20	3.6	±0.4	
Asian	100	±1	3	6	26	45	20	±5	3.7	±0.1	
NHPI	100	±1	2	2	25	44	27	±18	3.9	±0.3	
Two or More Races	100	±1	6	12	24	36	22	±10	3.6	±0.2	
AGR/FTS/AR	100	±1	2	6	24	42	25	±4	3.8	±0.1	
Other Selected Reserve	100	±1	3	7	20	41	29	±2	3.9	±0.1	
Reserve Unit	100	±1	3	7	20	41	29	±2	3.9	±0.1	
Military Technician	100	±1	2	7	20	41	30	±4	3.9	±0.1	
IMA	99	±1	1	2	15	42	40	±3	4.2	±0.1	
Not Activated Past 12 Months	100	±1	3	7	21	41	28	±2	3.8	±0.1	
Activated Past 12 Months	100	±1	3	6	19	41	32	±4	3.9	±0.1	
Not Deployed Past 12 Months	100	±1	3	7	21	41	28	±2	3.8	±0.1	
Deployed Past 12 Months	100	±1	3	6	16	44	31	±5	3.9	±0.1	
ARNG	100	±1	3	6	23	42	26	±3	3.8	±0.1	
White	100	±1	3	6	22	42	26	±4	3.8	±0.1	
Total Minority	100	±1	5	7	24	41	24	±4	3.7	±0.1	
Black	100	±1	4	5	23	46	23	±5	3.8	±0.1	
Hispanic	100	±1	4	9	22	37	28	±7	3.8	±0.2	
Other Race/Ethnicity	100	±1	7	7	28	39	18	±10	3.5	±0.2	
Enlisted	100	±1	3	7	23	41	26	±4	3.8	±0.1	
E1 – E4	100	±1	3	7	21	38	31	±6	3.9	±0.2	
E5 – E9	100	±1	4	7	24	44	21	±4	3.7	±0.1	
Officers	100	±1	2	5	22	47	24	±6	3.9	±0.2	
USAR	99	±1	5	10	25	39	22	±4	3.6	±0.1	
White	100	±1	6	9	24	39	22	±6	3.6	±0.2	
Total Minority	99	±1	4	11	26	38	21	±3	3.6	±0.1	
Black	99	±1	3	9	26	38	23	±5	3.7	±0.1	
Hispanic	99	±1	5	10	23	40	22	±5	3.6	±0.2	
Other Race/Ethnicity	100	±1	6	15	29	36	14	±11	3.4	±0.2	
Enlisted	99	±1	5	10	25	38	21	±4	3.6	±0.1	
E1 – E4	100	±1	5	12	23	38	23	±6	3.6	±0.2	
E5 – E9	99	±1	5	9	28	37	20	±4	3.6	±0.1	
Officers	100	±1	5	8	21	44	23	±6	3.7	±0.2	

Note. Percent responding are Reserve component members who answered the question.

45b. Continued	Percent Responding		Percentages					Max ME	Average Preparedness		
			1	2	3	4	5				
USNR	100	±1	2	5	22	45	26	±4	3.9	±0.1	<div></div>
White	100	±1	3	6	19	46	26	±6	3.9	±0.1	<div></div>
Total Minority	100	±1	1	4	26	43	25	±4	3.9	±0.1	<div></div>
Black	100	±1	0	4	25	43	27	±5	3.9	±0.1	<div></div>
Hispanic	100	±1	2	5	24	42	26	±6	3.8	±0.2	<div></div>
Other Race/Ethnicity	100	±1	1	4	29	44	22	±8	3.8	±0.2	<div></div>
Enlisted	100	±1	3	6	23	44	25	±4	3.8	±0.1	<div></div>
E1 – E4	100	±1	4	8	23	43	22	±8	3.7	±0.2	<div></div>
E5 – E9	100	±1	2	5	23	44	25	±5	3.9	±0.1	<div></div>
Officers	100	±1	0	3	17	49	31	±6	4.1	±0.1	<div></div>
USMCR	100	±1	5	5	18	36	36	±5	3.9	±0.2	<div></div>
White	100	±1	6	6	18	34	36	±7	3.9	±0.2	<div></div>
Total Minority	100	±1	2	4	19	40	36	±6	4.0	±0.1	<div></div>
Black	99	±1	0	2	21	42	35	±12	4.1	±0.2	<div></div>
Hispanic	100	±1	2	3	18	37	40	±9	4.1	±0.2	<div></div>
Other Race/Ethnicity	99	±2	2	8	18	47	24	±13	3.8	±0.2	<div></div>
Enlisted	100	±1	5	5	19	35	36	±6	3.9	±0.2	<div></div>
E1 – E4	100	±0	5	5	20	32	38	±8	3.9	±0.2	<div></div>
E5 – E9	99	±1	4	6	17	43	30	±6	3.9	±0.2	<div></div>
Officers	100	±1	1	3	14	46	35	±5	4.1	±0.1	<div></div>
ANG	100	±1	1	3	11	43	42	±3	4.2	±0.1	<div></div>
White	100	±1	0	3	11	43	42	±3	4.2	±0.1	<div></div>
Total Minority	100	±1	1	3	12	43	40	±4	4.2	±0.1	<div></div>
Black	100	±1	0	4	9	43	43	±5	4.2	±0.1	<div></div>
Hispanic	100	±1	3	2	15	42	39	±7	4.1	±0.2	<div></div>
Other Race/Ethnicity	100	±1	1	3	13	45	38	±7	4.2	±0.1	<div></div>
Enlisted	100	±1	1	3	12	43	41	±3	4.2	±0.1	<div></div>
E1 – E4	100	±1	0	3	8	38	51	±6	4.4	±0.1	<div></div>
E5 – E9	100	±1	1	4	13	45	38	±3	4.2	±0.1	<div></div>
Officers	99	±1	1	2	11	43	44	±6	4.3	±0.1	<div></div>
USAFR	100	±1	1	4	14	41	41	±3	4.2	±0.1	<div></div>
White	100	±1	1	4	12	40	43	±4	4.2	±0.1	<div></div>
Total Minority	100	±1	2	3	17	42	37	±4	4.1	±0.1	<div></div>
Black	100	±1	2	4	17	44	33	±5	4.0	±0.1	<div></div>
Hispanic	100	±1	1	3	17	40	40	±7	4.1	±0.1	<div></div>
Other Race/Ethnicity	100	±1	1	2	16	41	39	±6	4.1	±0.1	<div></div>
Enlisted	100	±1	1	4	14	40	41	±4	4.1	±0.1	<div></div>
E1 – E4	100	±1	1	3	14	34	47	±6	4.2	±0.1	<div></div>
E5 – E9	99	±1	1	4	14	42	38	±4	4.1	±0.1	<div></div>
Officers	100	±1	0	3	12	45	40	±6	4.2	±0.1	<div></div>
USCGR	100	±1	2	5	19	47	27	±4	3.9	±0.1	<div></div>
White	100	±1	1	5	18	47	28	±5	4.0	±0.1	<div></div>
Total Minority	99	±1	3	3	23	46	26	±7	3.9	±0.2	<div></div>
Black	98	±5	3	NR	13	57	27	±17	4.0	±0.3	<div></div>
Hispanic	100	±0	1	5	22	43	29	±9	3.9	±0.2	<div></div>
Other Race/Ethnicity	99	±2	4	2	29	45	20	±15	3.7	±0.3	<div></div>
Enlisted	100	±1	2	5	20	46	28	±5	3.9	±0.1	<div></div>
E1 – E4	99	±1	0	5	20	50	24	±8	3.9	±0.2	<div></div>
E5 – E9	100	±0	2	5	20	43	30	±6	3.9	±0.2	<div></div>
Officers	99	±1	1	3	17	54	25	±6	4.0	±0.1	<div></div>

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

46. How would you rate...

a. Your current level of morale?

1. Very low
4. High2. Low
5. Very high

3. Moderate

	Percent Responding		Percentages					Max ME	Average Morale		
			1	2	3	4	5				
TOTAL DOD	99	±1	5	9	27	33	26	±2	3.7	±0.1	
Enlisted	99	±1	5	9	27	32	26	±2	3.6	±0.1	
E1 – E4	100	±1	5	10	24	29	31	±4	3.7	±0.1	
E5 – E9	99	±1	5	9	30	34	22	±2	3.6	±0.1	
Officers	99	±1	3	8	28	36	25	±3	3.7	±0.1	
O1 – O3	100	±1	3	9	30	35	22	±5	3.6	±0.1	
O4 – O6	97	±2	3	7	25	36	29	±4	3.8	±0.1	
Male	99	±1	5	9	27	33	26	±2	3.7	±0.1	
Female	99	±1	6	10	31	29	24	±4	3.6	±0.1	
White	99	±1	4	10	28	33	25	±3	3.6	±0.1	
Total Minority	99	±1	6	8	27	32	28	±2	3.7	±0.1	
Black	99	±1	6	6	27	33	28	±3	3.7	±0.1	
Hispanic	99	±1	4	9	25	31	31	±3	3.8	±0.1	
AIAN	99	±1	9	11	30	30	19	±23	3.4	±0.4	
Asian	99	±1	5	7	33	35	20	±5	3.6	±0.1	
NHPI	100	±1	6	7	28	31	27	±17	3.7	±0.4	
Two or More Races	99	±2	15	12	27	27	18	±9	3.2	±0.3	
AGR/FTS/AR	98	±1	6	9	31	34	20	±4	3.5	±0.1	
Other Selected Reserve	99	±1	5	9	27	32	27	±2	3.7	±0.1	
Reserve Unit	99	±1	5	9	27	32	26	±2	3.7	±0.1	
Military Technician	99	±1	6	10	27	35	22	±4	3.6	±0.1	
IMA	99	±1	3	7	24	38	28	±3	3.8	±0.1	
Not Activated Past 12 Months	99	±1	5	9	27	33	26	±2	3.7	±0.1	
Activated Past 12 Months	99	±1	5	11	29	30	25	±3	3.6	±0.1	
Not Deployed Past 12 Months	99	±1	5	9	27	33	27	±2	3.7	±0.1	
Deployed Past 12 Months	99	±1	6	12	29	30	22	±5	3.5	±0.1	
ARNG	99	±1	5	10	26	32	27	±3	3.7	±0.1	
White	99	±1	5	10	26	33	26	±4	3.7	±0.1	
Total Minority	99	±1	7	7	26	29	31	±4	3.7	±0.1	
Black	99	±1	7	6	26	30	31	±5	3.7	±0.2	
Hispanic	99	±1	4	9	23	29	34	±6	3.8	±0.2	
Other Race/Ethnicity	99	±1	12	7	31	29	21	±9	3.4	±0.3	
Enlisted	99	±1	6	10	26	31	28	±4	3.7	±0.1	
E1 – E4	100	±1	5	11	24	27	32	±6	3.7	±0.2	
E5 – E9	99	±1	6	8	27	35	23	±4	3.6	±0.1	
Officers	99	±2	2	7	29	36	26	±6	3.8	±0.2	
USAR	99	±1	5	9	30	32	24	±3	3.6	±0.1	
White	99	±2	5	10	31	30	24	±5	3.6	±0.2	
Total Minority	99	±1	6	8	28	34	25	±3	3.6	±0.1	
Black	99	±1	5	7	27	36	26	±5	3.7	±0.1	
Hispanic	99	±1	4	8	24	33	30	±5	3.8	±0.2	
Other Race/Ethnicity	99	±2	11	9	34	30	15	±10	3.3	±0.3	
Enlisted	99	±1	5	9	30	31	25	±4	3.6	±0.1	
E1 – E4	99	±2	6	9	26	30	29	±6	3.7	±0.2	
E5 – E9	99	±1	5	9	34	32	20	±4	3.5	±0.1	
Officers	97	±2	5	8	28	36	23	±6	3.6	±0.2	

Note. Percent responding are Reserve component members who answered the question.

46a. Continued	Percent Responding		Percentages					Max ME	Average Morale		
			1	2	3	4	5				
USNR	99	±1	3	8	27	36	27	±4	3.8	±0.1	<div></div>
White	99	±1	2	7	29	35	27	±5	3.8	±0.1	<div></div>
Total Minority	99	±1	3	10	24	37	25	±4	3.7	±0.1	<div></div>
Black	98	±2	4	7	25	38	27	±5	3.8	±0.1	<div></div>
Hispanic	100	±1	2	10	24	37	27	±6	3.8	±0.2	<div></div>
Other Race/Ethnicity	99	±1	4	13	24	38	22	±8	3.6	±0.2	<div></div>
Enlisted	99	±1	3	9	28	36	25	±4	3.7	±0.1	<div></div>
E1 – E4	99	±1	4	8	23	36	29	±8	3.8	±0.2	<div></div>
E5 – E9	99	±1	3	9	29	35	24	±5	3.7	±0.1	<div></div>
Officers	99	±1	1	5	26	36	31	±6	3.9	±0.2	<div></div>
USMCR	100	±1	7	10	27	28	28	±5	3.6	±0.2	<div></div>
White	100	±1	6	10	27	29	27	±7	3.6	±0.2	<div></div>
Total Minority	99	±1	8	10	26	25	31	±6	3.6	±0.2	<div></div>
Black	99	±2	8	5	28	29	29	±16	3.7	±0.4	<div></div>
Hispanic	99	±1	7	7	26	24	36	±10	3.8	±0.3	<div></div>
Other Race/Ethnicity	99	±2	12	24	24	22	18	±17	3.1	±0.4	<div></div>
Enlisted	100	±1	7	11	27	26	28	±6	3.6	±0.2	<div></div>
E1 – E4	100	±1	9	12	27	23	30	±7	3.5	±0.2	<div></div>
E5 – E9	99	±1	5	7	28	35	25	±7	3.7	±0.2	<div></div>
Officers	99	±1	2	4	23	41	30	±5	3.9	±0.1	<div></div>
ANG	99	±1	5	10	28	35	23	±3	3.6	±0.1	<div></div>
White	99	±1	4	10	28	36	22	±3	3.6	±0.1	<div></div>
Total Minority	99	±1	5	9	29	33	25	±4	3.6	±0.1	<div></div>
Black	98	±1	5	8	29	34	24	±5	3.6	±0.1	<div></div>
Hispanic	99	±1	6	9	28	31	26	±6	3.6	±0.2	<div></div>
Other Race/Ethnicity	100	±1	4	9	29	34	24	±7	3.6	±0.2	<div></div>
Enlisted	99	±1	5	9	28	35	23	±3	3.6	±0.1	<div></div>
E1 – E4	99	±1	2	4	23	38	32	±6	3.9	±0.2	<div></div>
E5 – E9	99	±1	5	11	30	34	20	±3	3.5	±0.1	<div></div>
Officers	100	±1	4	10	27	36	22	±6	3.6	±0.2	<div></div>
USAFR	99	±1	5	9	27	34	25	±3	3.7	±0.1	<div></div>
White	99	±1	4	10	28	34	24	±4	3.6	±0.1	<div></div>
Total Minority	99	±1	5	7	26	35	27	±4	3.7	±0.1	<div></div>
Black	99	±1	7	6	25	34	28	±5	3.7	±0.2	<div></div>
Hispanic	99	±1	3	8	29	32	27	±7	3.7	±0.2	<div></div>
Other Race/Ethnicity	100	±1	4	8	25	38	25	±7	3.7	±0.2	<div></div>
Enlisted	99	±1	5	9	28	33	25	±4	3.7	±0.1	<div></div>
E1 – E4	99	±2	4	5	20	36	35	±6	3.9	±0.2	<div></div>
E5 – E9	99	±1	5	11	31	32	21	±4	3.5	±0.1	<div></div>
Officers	99	±2	5	10	25	36	25	±6	3.7	±0.2	<div></div>
USCGR	99	±1	2	8	26	41	23	±5	3.7	±0.1	<div></div>
White	99	±2	1	8	25	44	22	±5	3.8	±0.1	<div></div>
Total Minority	100	±0	6	7	30	33	25	±7	3.6	±0.2	<div></div>
Black	100	±0	2	5	30	37	27	±17	3.8	±0.3	<div></div>
Hispanic	100	±0	1	6	29	34	30	±9	3.9	±0.2	<div></div>
Other Race/Ethnicity	100	±0	14	10	33	28	15	±15	3.2	±0.4	<div></div>
Enlisted	99	±1	2	8	27	40	23	±5	3.7	±0.1	<div></div>
E1 – E4	100	±0	1	13	26	41	19	±8	3.6	±0.2	<div></div>
E5 – E9	99	±2	3	6	27	40	24	±6	3.8	±0.2	<div></div>
Officers	99	±2	2	6	24	44	24	±6	3.8	±0.2	<div></div>















































Note. Percent responding are Reserve component members who answered the question.

46. How would you rate...

b. The current level of morale in your military unit?

1. Very low
4. High2. Low
5. Very high

3. Moderate

	Percent Responding		Percentages					Max ME	Average Morale		
			1	2	3	4	5				
TOTAL DOD	99	±1	5	11	35	33	17	±2	3.5	±0.1	
Enlisted	99	±1	5	11	36	31	17	±2	3.4	±0.1	
E1 – E4	99	±1	5	10	32	30	23	±4	3.6	±0.1	
E5 – E9	99	±1	5	12	38	32	12	±2	3.3	±0.1	
Officers	99	±1	3	8	34	41	15	±3	3.6	±0.1	
O1 – O3	100	±1	3	7	37	40	13	±5	3.5	±0.1	
O4 – O6	99	±1	3	7	30	43	17	±4	3.6	±0.1	
Male	99	±1	5	10	35	33	17	±2	3.5	±0.1	
Female	99	±1	6	13	37	29	15	±4	3.4	±0.1	
White	99	±1	4	11	36	33	16	±3	3.5	±0.1	
Total Minority	99	±1	6	11	34	31	18	±2	3.5	±0.1	
Black	99	±1	5	11	34	32	17	±3	3.5	±0.1	
Hispanic	100	±1	5	11	32	30	22	±3	3.5	±0.1	
AIAN	100	±1	15	7	38	26	14	±18	3.2	±0.4	
Asian	99	±1	5	10	38	32	15	±5	3.4	±0.1	
NHPI	99	±2	5	5	39	32	19	±15	3.5	±0.2	
Two or More Races	100	±1	7	13	37	32	11	±8	3.3	±0.2	
AGR/FTS/AR	99	±1	6	12	38	32	11	±4	3.3	±0.1	
Other Selected Reserve	99	±1	5	11	35	33	17	±2	3.5	±0.1	
Reserve Unit	99	±1	5	11	35	33	17	±2	3.5	±0.1	
Military Technician	100	±1	6	11	40	29	15	±4	3.4	±0.1	
IMA	99	±1	3	6	31	40	20	±3	3.7	±0.1	
Not Activated Past 12 Months	99	±1	5	11	34	33	17	±2	3.5	±0.1	
Activated Past 12 Months	100	±1	5	10	38	30	16	±4	3.4	±0.1	
Not Deployed Past 12 Months	99	±1	4	11	35	33	17	±2	3.5	±0.1	
Deployed Past 12 Months	100	±1	6	11	40	31	12	±5	3.3	±0.1	
ARNG	100	±1	4	10	34	34	18	±3	3.5	±0.1	
White	100	±1	4	10	35	35	16	±4	3.5	±0.1	
Total Minority	99	±1	5	11	32	32	21	±4	3.5	±0.1	
Black	99	±1	5	11	32	32	20	±5	3.5	±0.2	
Hispanic	100	±1	4	11	30	30	25	±7	3.6	±0.2	
Other Race/Ethnicity	99	±1	5	12	37	34	12	±9	3.4	±0.2	
Enlisted	100	±1	5	11	34	33	18	±4	3.5	±0.1	
E1 – E4	99	±1	5	10	31	31	24	±6	3.6	±0.2	
E5 – E9	100	±1	4	12	37	35	12	±4	3.4	±0.1	
Officers	100	±1	2	6	34	43	15	±6	3.6	±0.1	
USAR	99	±1	6	12	38	30	14	±4	3.3	±0.1	
White	99	±1	5	12	40	30	13	±6	3.3	±0.2	
Total Minority	99	±1	6	12	36	30	15	±3	3.4	±0.1	
Black	99	±1	5	12	37	32	14	±4	3.4	±0.1	
Hispanic	100	±1	6	14	33	30	18	±5	3.4	±0.2	
Other Race/Ethnicity	100	±1	9	11	39	29	11	±9	3.2	±0.2	
Enlisted	99	±1	6	13	39	28	14	±4	3.3	±0.1	
E1 – E4	99	±2	6	12	38	27	17	±6	3.4	±0.2	
E5 – E9	99	±1	6	14	40	29	11	±4	3.2	±0.1	
Officers	99	±1	4	9	35	41	12	±6	3.5	±0.2	

Note. Percent responding are Reserve component members who answered the question.

46b. Continued	Percent Responding		Percentages					Max ME	Average Morale		
			1	2	3	4	5				
USNR	100	±1	2	8	35	35	19	±4	3.6	±0.1	
White	100	±1	1	8	35	36	19	±5	3.6	±0.1	
Total Minority	99	±1	3	9	35	34	19	±4	3.6	±0.1	
Black	99	±2	3	9	35	33	20	±5	3.6	±0.1	
Hispanic	100	±1	3	9	35	34	19	±6	3.6	±0.2	
Other Race/Ethnicity	100	±1	4	9	37	34	17	±7	3.5	±0.2	
Enlisted	100	±1	3	9	37	33	18	±4	3.5	±0.1	
E1 – E4	100	±1	3	12	31	30	24	±8	3.6	±0.2	
E5 – E9	100	±1	3	9	39	34	16	±5	3.5	±0.1	
Officers	100	±1	0	5	30	44	21	±6	3.8	±0.1	
USMCR	100	±1	6	9	34	29	22	±5	3.5	±0.2	
White	100	±1	5	9	34	31	20	±7	3.5	±0.2	
Total Minority	99	±1	8	9	32	26	25	±7	3.5	±0.2	
Black	100	±1	9	5	29	32	25	±16	3.6	±0.3	
Hispanic	99	±1	5	10	32	25	27	±10	3.6	±0.2	
Other Race/Ethnicity	99	±2	17	10	36	20	16	±19	3.1	±0.4	
Enlisted	100	±1	7	10	34	27	22	±6	3.5	±0.2	
E1 – E4	100	±1	8	8	32	26	26	±8	3.5	±0.2	
E5 – E9	99	±1	4	13	39	30	13	±7	3.4	±0.1	
Officers	99	±1	2	4	29	44	21	±5	3.8	±0.1	
ANG	99	±1	5	12	36	32	15	±3	3.4	±0.1	
White	99	±1	5	12	36	32	14	±3	3.4	±0.1	
Total Minority	99	±1	7	11	35	30	17	±4	3.4	±0.1	
Black	99	±1	7	11	34	31	17	±5	3.4	±0.1	
Hispanic	99	±1	8	12	34	30	17	±6	3.4	±0.2	
Other Race/Ethnicity	100	±0	6	9	37	31	17	±6	3.4	±0.2	
Enlisted	99	±1	5	12	36	31	15	±3	3.4	±0.1	
E1 – E4	99	±2	3	7	25	37	27	±6	3.8	±0.2	
E5 – E9	99	±1	6	14	39	29	12	±3	3.3	±0.1	
Officers	100	±1	6	10	36	36	13	±6	3.4	±0.2	
USAFR	99	±1	5	10	34	33	17	±3	3.5	±0.1	
White	99	±1	4	11	35	34	16	±4	3.5	±0.1	
Total Minority	100	±1	6	9	34	32	18	±4	3.5	±0.1	
Black	100	±1	9	10	33	33	15	±5	3.3	±0.2	
Hispanic	99	±1	4	10	34	31	21	±7	3.5	±0.2	
Other Race/Ethnicity	100	±1	5	7	34	34	20	±6	3.6	±0.2	
Enlisted	99	±1	5	11	35	33	17	±4	3.4	±0.1	
E1 – E4	99	±2	3	6	28	36	27	±6	3.8	±0.2	
E5 – E9	99	±1	6	13	37	32	12	±4	3.3	±0.1	
Officers	99	±2	4	9	34	35	17	±6	3.5	±0.2	
USCGR	100	±1	3	8	34	39	16	±4	3.6	±0.1	
White	100	±1	2	8	31	43	15	±5	3.6	±0.1	
Total Minority	100	±1	6	8	40	29	17	±7	3.4	±0.2	
Black	100	±0	2	5	40	32	21	±17	3.6	±0.3	
Hispanic	100	±1	3	8	40	28	21	±9	3.5	±0.2	
Other Race/Ethnicity	100	±1	13	10	39	29	9	±15	3.1	±0.3	
Enlisted	100	±1	3	9	34	38	16	±5	3.5	±0.1	
E1 – E4	100	±0	1	12	40	36	11	±8	3.5	±0.2	
E5 – E9	100	±1	5	8	31	38	18	±6	3.6	±0.2	
Officers	99	±1	2	4	33	46	16	±6	3.7	±0.1	

Note. Percent responding are Reserve component members who answered the question.

47. How much do you agree or disagree with the following statements about your National Guard/Reserve unit?**a. Members in your unit really care about each other.**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	2	6	23	46	23	±2	3.8	±0.1	
Enlisted	100	±1	2	6	24	45	23	±2	3.8	±0.1	
E1 – E4	100	±1	3	5	25	42	26	±4	3.8	±0.1	
E5 – E9	100	±1	2	7	23	48	20	±2	3.8	±0.1	
Officers	99	±1	1	4	15	54	26	±3	4.0	±0.1	
O1 – O3	100	±1	1	4	15	56	24	±5	4.0	±0.1	
O4 – O6	99	±1	1	4	14	51	30	±4	4.0	±0.1	
Male	100	±1	2	5	22	48	24	±2	3.9	±0.1	
Female	100	±1	3	8	27	41	21	±4	3.7	±0.1	
White	100	±1	2	5	21	48	24	±3	3.9	±0.1	
Total Minority	100	±1	3	7	26	43	22	±2	3.7	±0.1	
Black	100	±1	3	7	27	42	21	±3	3.7	±0.1	
Hispanic	100	±1	3	6	24	45	23	±4	3.8	±0.1	
AIAN	100	±1	2	8	28	35	27	±15	3.8	±0.3	
Asian	99	±1	2	6	23	47	22	±4	3.8	±0.1	
NHPI	100	±0	1	3	25	41	29	±16	3.9	±0.3	
Two or More Races	100	±1	3	10	27	43	16	±9	3.6	±0.2	
AGR/FTS/AR	99	±1	2	8	24	47	18	±4	3.7	±0.1	
Other Selected Reserve	100	±1	2	5	23	46	24	±2	3.8	±0.1	
Reserve Unit	100	±1	2	5	23	46	24	±2	3.8	±0.1	
Military Technician	100	±1	1	7	25	46	20	±4	3.8	±0.1	
IMA	99	±1	2	3	21	47	27	±3	3.9	±0.1	
Not Activated Past 12 Months	100	±1	2	5	22	47	24	±2	3.9	±0.1	
Activated Past 12 Months	100	±1	2	7	26	44	21	±4	3.8	±0.1	
Not Deployed Past 12 Months	100	±1	2	5	22	47	24	±2	3.9	±0.1	
Deployed Past 12 Months	100	±1	2	8	27	46	17	±5	3.7	±0.1	
ARNG	100	±1	2	5	24	46	24	±3	3.8	±0.1	
White	100	±1	1	4	22	47	25	±4	3.9	±0.1	
Total Minority	100	±1	3	6	27	41	22	±4	3.7	±0.1	
Black	100	±1	4	5	30	38	22	±5	3.7	±0.1	
Hispanic	100	±1	2	5	25	44	23	±7	3.8	±0.1	
Other Race/Ethnicity	100	±1	3	9	25	43	20	±8	3.7	±0.2	
Enlisted	100	±1	2	5	25	45	24	±4	3.8	±0.1	
E1 – E4	100	±1	2	4	26	41	27	±6	3.9	±0.2	
E5 – E9	100	±1	2	6	24	48	20	±4	3.8	±0.1	
Officers	99	±2	2	4	16	53	25	±6	4.0	±0.1	
USAR	100	±1	3	7	26	46	18	±4	3.7	±0.1	
White	100	±1	2	6	24	49	18	±6	3.8	±0.1	
Total Minority	100	±1	3	8	27	43	18	±3	3.7	±0.1	
Black	100	±1	3	8	28	44	18	±5	3.7	±0.1	
Hispanic	99	±1	3	8	24	44	20	±5	3.7	±0.1	
Other Race/Ethnicity	100	±1	3	9	31	39	18	±9	3.6	±0.2	
Enlisted	100	±1	3	7	28	44	18	±4	3.7	±0.1	
E1 – E4	100	±1	3	6	28	42	21	±6	3.7	±0.2	
E5 – E9	100	±1	2	9	28	47	14	±4	3.6	±0.1	
Officers	100	±1	2	5	16	57	21	±6	3.9	±0.1	

Note. Percent responding are Reserve component members who answered the question.

47a. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
USNR	100	±1	1	5	19	51	24	±4	3.9	±0.1	
White	100	±1	1	4	17	53	25	±6	4.0	±0.1	
Total Minority	99	±1	2	6	22	47	23	±4	3.8	±0.1	
Black	99	±2	3	6	24	45	21	±5	3.7	±0.1	
Hispanic	99	±1	1	6	18	50	25	±6	3.9	±0.1	
Other Race/Ethnicity	99	±1	2	5	24	48	21	±7	3.8	±0.1	
Enlisted	99	±1	2	5	21	50	22	±4	3.9	±0.1	
E1 – E4	99	±1	3	7	23	46	21	±8	3.7	±0.2	
E5 – E9	100	±1	1	5	20	51	22	±5	3.9	±0.1	
Officers	100	±1	0	2	14	54	30	±6	4.1	±0.1	
USMCR	100	±1	3	5	20	41	31	±5	3.9	±0.1	
White	100	±1	2	6	18	41	32	±7	3.9	±0.2	
Total Minority	100	±1	3	4	22	43	28	±6	3.9	±0.2	
Black	99	±2	2	4	28	40	27	±13	3.9	±0.2	
Hispanic	100	±1	4	3	21	44	27	±9	3.9	±0.2	
Other Race/Ethnicity	100	±0	3	5	18	41	33	±15	4.0	±0.3	
Enlisted	100	±1	3	6	20	41	30	±6	3.9	±0.2	
E1 – E4	100	±1	3	6	19	37	35	±8	3.9	±0.2	
E5 – E9	100	±1	2	5	23	50	21	±6	3.8	±0.1	
Officers	99	±1	1	1	14	49	35	±5	4.2	±0.1	
ANG	100	±1	2	6	19	47	26	±3	3.9	±0.1	
White	100	±1	1	6	18	48	27	±3	3.9	±0.1	
Total Minority	100	±1	3	6	21	46	24	±4	3.8	±0.1	
Black	100	±1	3	7	22	44	23	±5	3.8	±0.1	
Hispanic	100	±0	3	5	21	46	25	±6	3.8	±0.2	
Other Race/Ethnicity	100	±0	2	5	19	50	24	±6	3.9	±0.1	
Enlisted	100	±1	2	6	20	46	26	±3	3.9	±0.1	
E1 – E4	100	±0	1	3	18	43	34	±6	4.1	±0.1	
E5 – E9	100	±1	2	7	21	47	23	±3	3.8	±0.1	
Officers	100	±1	1	3	13	55	29	±6	4.1	±0.1	
USAFR	99	±1	2	5	20	48	25	±3	3.9	±0.1	
White	99	±1	1	5	18	50	26	±4	3.9	±0.1	
Total Minority	100	±1	2	6	23	45	23	±4	3.8	±0.1	
Black	100	±1	4	7	22	46	21	±5	3.7	±0.1	
Hispanic	100	±1	2	5	26	43	25	±7	3.8	±0.2	
Other Race/Ethnicity	100	±0	2	3	24	47	24	±7	3.9	±0.1	
Enlisted	100	±1	2	6	21	48	23	±4	3.8	±0.1	
E1 – E4	99	±2	2	4	19	46	29	±6	4.0	±0.1	
E5 – E9	100	±1	2	7	22	49	21	±4	3.8	±0.1	
Officers	99	±2	1	4	15	49	31	±6	4.1	±0.1	
USCGR	100	±1	0	3	17	51	28	±5	4.0	±0.1	
White	100	±1	0	3	15	53	29	±5	4.1	±0.1	
Total Minority	100	±1	1	4	25	45	25	±7	3.9	±0.2	
Black	100	±0	NR	11	20	47	23	±22	3.8	±0.4	
Hispanic	100	±1	1	1	26	48	24	±10	3.9	±0.2	
Other Race/Ethnicity	100	±0	0	6	25	40	28	±13	3.9	±0.3	
Enlisted	100	±0	0	4	18	51	27	±5	4.0	±0.1	
E1 – E4	100	±0	0	5	21	50	23	±8	3.9	±0.2	
E5 – E9	100	±0	1	2	16	51	30	±6	4.1	±0.1	
Officers	99	±1	0	1	13	54	31	±6	4.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

47. How much do you agree or disagree with the following statements about your National Guard/Reserve unit?**b. Members in your unit work well together as a team.**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	1	4	17	52	26	±2	4.0	±0.1	
Enlisted	100	±1	1	4	18	51	26	±2	4.0	±0.1	
E1 – E4	100	±1	2	4	18	46	30	±4	4.0	±0.1	
E5 – E9	100	±1	1	5	17	55	22	±2	3.9	±0.1	
Officers	100	±1	1	4	12	56	28	±3	4.1	±0.1	
O1 – O3	100	±1	1	3	13	56	27	±5	4.1	±0.1	
O4 – O6	99	±1	1	3	10	56	29	±4	4.1	±0.1	
Male	100	±1	1	3	16	53	27	±2	4.0	±0.1	
Female	100	±1	3	7	20	47	23	±4	3.8	±0.1	
White	100	±1	1	3	16	53	27	±3	4.0	±0.1	
Total Minority	100	±1	2	6	18	50	24	±2	3.9	±0.1	
Black	99	±1	2	5	20	49	24	±3	3.9	±0.1	
Hispanic	100	±1	2	5	17	50	25	±3	3.9	±0.1	
AIAN	100	±1	1	5	16	41	37	±15	4.1	±0.3	
Asian	100	±1	2	6	18	53	22	±4	3.9	±0.1	
NHPI	99	±2	2	3	14	45	36	±15	4.1	±0.3	
Two or More Races	100	±0	3	9	13	57	19	±9	3.8	±0.2	
AGR/FTS/AR	100	±1	2	6	18	54	21	±4	3.9	±0.1	
Other Selected Reserve	100	±1	1	4	16	52	27	±2	4.0	±0.1	
Reserve Unit	100	±1	1	4	17	52	27	±2	4.0	±0.1	
Military Technician	100	±1	1	5	18	53	23	±4	3.9	±0.1	
IMA	99	±1	1	3	16	50	30	±3	4.1	±0.1	
Not Activated Past 12 Months	100	±1	1	4	16	52	27	±2	4.0	±0.1	
Activated Past 12 Months	100	±1	1	5	18	53	23	±4	3.9	±0.1	
Not Deployed Past 12 Months	100	±1	1	4	16	51	27	±2	4.0	±0.1	
Deployed Past 12 Months	100	±1	1	6	18	54	21	±5	3.9	±0.1	
ARNG	100	±1	1	4	16	51	27	±3	4.0	±0.1	
White	100	±1	1	3	16	52	28	±4	4.0	±0.1	
Total Minority	100	±1	2	6	16	51	24	±4	3.9	±0.1	
Black	99	±1	3	5	19	47	26	±5	3.9	±0.1	
Hispanic	100	±0	2	5	15	53	25	±6	3.9	±0.1	
Other Race/Ethnicity	100	±1	3	9	13	56	20	±8	3.8	±0.2	
Enlisted	100	±1	1	4	17	51	27	±4	4.0	±0.1	
E1 – E4	100	±1	1	3	19	45	31	±6	4.0	±0.1	
E5 – E9	100	±1	1	4	15	56	23	±4	4.0	±0.1	
Officers	100	±1	1	4	11	56	28	±6	4.1	±0.1	
USAR	100	±1	2	5	20	51	22	±4	3.8	±0.1	
White	100	±1	2	4	19	53	22	±6	3.9	±0.1	
Total Minority	100	±1	2	7	21	48	22	±3	3.8	±0.1	
Black	99	±1	3	6	23	48	20	±5	3.8	±0.1	
Hispanic	100	±1	2	6	21	49	22	±5	3.8	±0.1	
Other Race/Ethnicity	100	±0	3	8	18	48	24	±9	3.8	±0.2	
Enlisted	100	±1	2	5	21	49	22	±4	3.8	±0.1	
E1 – E4	100	±1	3	5	20	46	26	±6	3.9	±0.2	
E5 – E9	100	±1	2	6	23	52	17	±4	3.8	±0.1	
Officers	100	±1	1	5	15	58	22	±6	3.9	±0.1	

Note. Percent responding are Reserve component members who answered the question.

47b. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
USNR	100	±1	1	3	15	55	27	±4	4.1	±0.1	
White	100	±1	0	2	13	57	28	±5	4.1	±0.1	
Total Minority	100	±1	1	4	18	51	26	±4	4.0	±0.1	
Black	99	±1	1	4	19	51	25	±5	4.0	±0.1	
Hispanic	100	±1	1	5	15	51	29	±6	4.0	±0.1	
Other Race/Ethnicity	100	±0	1	4	21	50	24	±7	3.9	±0.1	
Enlisted	100	±1	1	3	16	55	25	±4	4.0	±0.1	
E1 – E4	100	±1	1	4	18	47	29	±8	4.0	±0.2	
E5 – E9	100	±1	0	3	15	58	24	±5	4.0	±0.1	
Officers	100	±1	0	1	11	55	34	±6	4.2	±0.1	
USMCR	100	±1	2	3	16	47	31	±5	4.0	±0.1	
White	100	±1	2	3	17	48	31	±7	4.0	±0.2	
Total Minority	100	±1	1	5	16	46	32	±6	4.0	±0.2	
Black	100	±1	1	3	16	50	30	±12	4.0	±0.2	
Hispanic	99	±1	2	5	17	45	31	±9	4.0	±0.2	
Other Race/Ethnicity	100	±0	1	4	14	42	38	±14	4.1	±0.2	
Enlisted	100	±1	2	4	17	47	31	±6	4.0	±0.1	
E1 – E4	100	±0	2	3	17	44	33	±8	4.0	±0.2	
E5 – E9	99	±1	1	4	16	54	24	±6	4.0	±0.1	
Officers	99	±1	1	2	11	50	37	±5	4.2	±0.1	
ANG	100	±1	1	4	14	53	28	±3	4.0	±0.1	
White	100	±1	1	4	14	54	28	±3	4.0	±0.1	
Total Minority	100	±1	2	4	16	52	27	±4	4.0	±0.1	
Black	100	±1	2	5	15	52	26	±5	4.0	±0.1	
Hispanic	99	±2	1	4	18	48	28	±6	4.0	±0.1	
Other Race/Ethnicity	100	±1	2	3	13	57	25	±6	4.0	±0.1	
Enlisted	100	±1	1	4	15	52	27	±3	4.0	±0.1	
E1 – E4	99	±1	1	2	12	49	36	±6	4.2	±0.1	
E5 – E9	100	±1	1	5	16	53	25	±3	4.0	±0.1	
Officers	99	±1	1	2	9	58	29	±6	4.1	±0.1	
USAFR	99	±1	1	5	14	53	27	±3	4.0	±0.1	
White	100	±1	1	5	12	54	27	±4	4.0	±0.1	
Total Minority	99	±1	2	4	16	51	27	±4	4.0	±0.1	
Black	99	±1	3	4	17	52	24	±5	3.9	±0.1	
Hispanic	99	±3	1	4	17	50	29	±7	4.0	±0.2	
Other Race/Ethnicity	100	±1	1	3	15	51	31	±6	4.1	±0.1	
Enlisted	99	±1	1	5	14	53	27	±4	4.0	±0.1	
E1 – E4	100	±1	1	3	14	51	32	±6	4.1	±0.1	
E5 – E9	99	±1	1	5	15	54	24	±4	3.9	±0.1	
Officers	99	±1	1	4	11	55	30	±6	4.1	±0.1	
USCGR	100	±1	1	2	10	56	31	±5	4.1	±0.1	
White	100	±1	0	2	9	57	31	±5	4.2	±0.1	
Total Minority	100	±1	1	3	12	53	32	±7	4.1	±0.2	
Black	100	±0	1	NR	15	44	34	±17	4.0	±0.4	
Hispanic	100	±1	0	1	12	55	31	±9	4.2	±0.2	
Other Race/Ethnicity	100	±0	4	3	9	52	32	±17	4.1	±0.3	
Enlisted	100	±0	1	3	10	56	31	±5	4.1	±0.1	
E1 – E4	100	±0	0	5	8	60	27	±8	4.1	±0.2	
E5 – E9	100	±0	1	2	11	54	33	±6	4.2	±0.1	
Officers	99	±1	0	1	9	57	34	±6	4.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.



















































NR: Not reportable

47. How much do you agree or disagree with the following statements about your National Guard/Reserve unit?**c. Members in your unit pull together to get the job done.**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	1	3	14	52	31	±2	4.1	±0.1	
Enlisted	100	±1	1	3	14	51	30	±2	4.1	±0.1	
E1 – E4	100	±1	1	3	15	48	33	±4	4.1	±0.1	
E5 – E9	100	±1	1	3	13	54	28	±2	4.0	±0.1	
Officers	99	±1	1	3	10	54	33	±3	4.2	±0.1	
O1 – O3	100	±1	1	3	10	54	32	±5	4.1	±0.1	
O4 – O6	99	±1	1	2	9	53	36	±4	4.2	±0.1	
Male	100	±1	1	3	13	52	32	±2	4.1	±0.1	
Female	100	±1	2	5	17	49	27	±4	3.9	±0.1	
White	100	±1	1	3	12	52	32	±3	4.1	±0.1	
Total Minority	100	±1	2	3	16	51	29	±2	4.0	±0.1	
Black	100	±1	2	3	16	50	29	±3	4.0	±0.1	
Hispanic	100	±1	2	3	16	50	30	±3	4.0	±0.1	
AIAN	100	±1	2	3	20	41	34	±16	4.0	±0.3	
Asian	99	±1	2	3	15	53	26	±4	4.0	±0.1	
NHPI	100	±1	1	2	12	43	42	±14	4.2	±0.2	
Two or More Races	100	±1	3	3	12	63	20	±8	3.9	±0.2	
AGR/FTS/AR	99	±1	2	4	14	54	26	±4	4.0	±0.1	
Other Selected Reserve	100	±1	1	3	13	51	31	±2	4.1	±0.1	
Reserve Unit	100	±1	1	3	13	51	31	±2	4.1	±0.1	
Military Technician	100	±1	1	4	16	51	28	±4	4.0	±0.1	
IMA	99	±1	1	2	14	48	35	±3	4.1	±0.1	
Not Activated Past 12 Months	100	±1	1	3	13	51	31	±2	4.1	±0.1	
Activated Past 12 Months	100	±1	1	3	14	53	30	±4	4.1	±0.1	
Not Deployed Past 12 Months	100	±1	1	3	13	51	31	±2	4.1	±0.1	
Deployed Past 12 Months	100	±1	1	4	14	54	27	±5	4.0	±0.1	
ARNG	100	±1	1	3	13	52	32	±3	4.1	±0.1	
White	100	±1	0	3	12	52	33	±4	4.1	±0.1	
Total Minority	100	±1	2	3	14	51	29	±4	4.0	±0.1	
Black	100	±1	3	3	16	47	31	±5	4.0	±0.1	
Hispanic	100	±0	2	3	13	53	29	±6	4.0	±0.1	
Other Race/Ethnicity	100	±1	3	4	11	57	25	±8	4.0	±0.2	
Enlisted	100	±1	1	3	13	51	32	±4	4.1	±0.1	
E1 – E4	100	±1	1	3	14	47	35	±6	4.1	±0.1	
E5 – E9	100	±1	1	3	12	55	29	±4	4.1	±0.1	
Officers	99	±2	0	2	10	55	32	±6	4.2	±0.1	
USAR	100	±1	2	4	18	52	24	±4	3.9	±0.1	
White	100	±1	1	4	17	54	24	±6	4.0	±0.1	
Total Minority	99	±1	2	4	19	51	24	±3	3.9	±0.1	
Black	99	±1	2	4	18	51	24	±5	3.9	±0.1	
Hispanic	99	±1	2	4	20	48	26	±5	3.9	±0.1	
Other Race/Ethnicity	100	±1	2	4	19	54	21	±9	3.9	±0.2	
Enlisted	100	±1	2	4	20	52	23	±4	3.9	±0.1	
E1 – E4	100	±1	2	3	20	50	25	±6	3.9	±0.1	
E5 – E9	100	±1	1	4	19	53	21	±4	3.9	±0.1	
Officers	99	±2	1	5	11	57	26	±6	4.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

47c. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
USNR	99	±1	1	2	13	54	31	±4	4.1	±0.1	
White	100	±1	0	2	10	56	31	±6	4.2	±0.1	
Total Minority	99	±1	1	3	16	51	29	±4	4.1	±0.1	
Black	99	±2	1	2	16	52	29	±5	4.1	±0.1	
Hispanic	100	±1	1	3	16	49	31	±6	4.1	±0.1	
Other Race/Ethnicity	99	±1	1	3	18	53	26	±7	4.0	±0.1	
Enlisted	99	±1	1	3	14	54	29	±4	4.1	±0.1	
E1 – E4	99	±1	2	2	16	51	29	±8	4.0	±0.2	
E5 – E9	100	±1	0	3	13	56	29	±5	4.1	±0.1	
Officers	100	±1	0	1	9	53	37	±6	4.3	±0.1	
USMCR	100	±1	2	2	12	49	35	±5	4.1	±0.1	
White	100	±1	2	2	11	51	34	±7	4.1	±0.2	
Total Minority	100	±1	1	1	15	44	38	±6	4.2	±0.1	
Black	99	±2	1	1	15	46	37	±13	4.2	±0.2	
Hispanic	100	±1	1	1	15	45	38	±10	4.2	±0.2	
Other Race/Ethnicity	100	±0	2	2	12	42	42	±13	4.2	±0.2	
Enlisted	100	±1	2	2	13	49	35	±6	4.1	±0.1	
E1 – E4	100	±1	2	2	12	46	37	±8	4.1	±0.2	
E5 – E9	100	±1	1	2	13	55	28	±6	4.1	±0.1	
Officers	100	±1	1	1	8	50	40	±5	4.3	±0.1	
ANG	100	±1	1	2	10	51	35	±3	4.2	±0.1	
White	100	±1	0	2	10	51	36	±3	4.2	±0.1	
Total Minority	100	±1	1	2	12	51	33	±4	4.1	±0.1	
Black	100	±1	2	3	11	51	33	±5	4.1	±0.1	
Hispanic	100	±1	1	3	15	46	35	±6	4.1	±0.1	
Other Race/Ethnicity	100	±1	1	1	10	56	32	±6	4.2	±0.1	
Enlisted	100	±1	1	3	11	51	35	±3	4.2	±0.1	
E1 – E4	100	±0	1	1	11	46	42	±6	4.3	±0.1	
E5 – E9	100	±1	1	3	11	53	32	±3	4.1	±0.1	
Officers	100	±1	1	0	6	52	41	±6	4.3	±0.1	
USAFR	100	±1	1	2	12	50	35	±3	4.2	±0.1	
White	100	±1	1	2	11	49	36	±4	4.2	±0.1	
Total Minority	100	±1	1	2	13	51	33	±4	4.1	±0.1	
Black	99	±1	2	3	11	54	30	±5	4.1	±0.1	
Hispanic	100	±1	1	2	14	49	34	±7	4.1	±0.1	
Other Race/Ethnicity	100	±1	1	1	12	50	35	±6	4.2	±0.1	
Enlisted	100	±1	1	2	12	51	34	±4	4.1	±0.1	
E1 – E4	100	±1	1	1	10	49	38	±6	4.2	±0.1	
E5 – E9	99	±1	1	3	12	51	32	±4	4.1	±0.1	
Officers	100	±1	0	2	11	48	40	±6	4.2	±0.1	
USCGR	100	±1	1	2	9	53	35	±5	4.2	±0.1	
White	100	±1	0	1	9	54	35	±5	4.2	±0.1	
Total Minority	100	±0	1	3	10	49	37	±7	4.2	±0.2	
Black	100	±0	NR	NR	12	39	43	±16	4.2	±0.4	
Hispanic	100	±0	0	0	11	53	36	±9	4.2	±0.2	
Other Race/Ethnicity	100	±0	4	5	8	49	34	±17	4.0	±0.3	
Enlisted	100	±0	1	2	9	53	35	±5	4.2	±0.1	
E1 – E4	100	±0	0	2	10	56	32	±8	4.2	±0.2	
E5 – E9	100	±0	1	2	9	52	36	±6	4.2	±0.1	
Officers	99	±1	0	0	8	53	39	±6	4.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

47. How much do you agree or disagree with the following statements about your National Guard/Reserve unit?**d. Members in your unit trust each other.**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree















































	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	3	6	26	43	22	±2	3.8	±0.1	
Enlisted	100	±1	3	7	27	42	22	±2	3.7	±0.1	
E1 – E4	99	±1	3	5	27	38	26	±4	3.8	±0.1	
E5 – E9	100	±1	3	8	27	45	18	±2	3.7	±0.1	
Officers	100	±1	2	5	18	51	24	±3	3.9	±0.1	
O1 – O3	100	±1	2	6	17	52	23	±5	3.9	±0.1	
O4 – O6	99	±1	2	4	17	49	28	±4	4.0	±0.1	
Male	100	±1	2	5	25	44	23	±2	3.8	±0.1	
Female	99	±1	6	10	29	38	17	±4	3.5	±0.1	
White	100	±1	2	6	24	45	23	±3	3.8	±0.1	
Total Minority	99	±1	4	8	29	40	20	±2	3.6	±0.1	
Black	99	±1	5	9	31	38	18	±3	3.6	±0.1	
Hispanic	100	±1	3	7	27	40	23	±3	3.7	±0.1	
AIAN	100	±0	3	8	30	33	25	±15	3.7	±0.3	
Asian	100	±1	3	6	25	45	20	±4	3.7	±0.1	
NHPI	99	±1	2	5	23	40	30	±16	3.9	±0.3	
Two or More Races	100	±1	5	9	29	44	13	±8	3.5	±0.2	
AGR/FTS/AR	99	±1	5	9	28	43	15	±4	3.5	±0.1	
Other Selected Reserve	100	±1	3	6	25	43	23	±2	3.8	±0.1	
Reserve Unit	100	±1	3	6	25	43	23	±2	3.8	±0.1	
Military Technician	100	±1	3	7	30	42	18	±4	3.6	±0.1	
IMA	99	±1	2	3	21	45	28	±3	3.9	±0.1	
Not Activated Past 12 Months	99	±1	3	6	25	44	23	±2	3.8	±0.1	
Activated Past 12 Months	100	±1	3	7	29	41	19	±4	3.7	±0.1	
Not Deployed Past 12 Months	99	±1	3	6	25	43	23	±2	3.8	±0.1	
Deployed Past 12 Months	100	±1	4	9	28	43	17	±5	3.6	±0.1	
ARNG	99	±1	3	6	26	43	23	±3	3.8	±0.1	
White	99	±1	2	5	25	44	24	±4	3.8	±0.1	
Total Minority	100	±1	4	7	27	40	21	±4	3.7	±0.1	
Black	99	±1	6	7	30	37	20	±5	3.6	±0.2	
Hispanic	100	±1	3	7	27	39	24	±7	3.8	±0.2	
Other Race/Ethnicity	100	±1	4	9	22	46	18	±8	3.6	±0.2	
Enlisted	99	±1	3	6	27	42	23	±4	3.8	±0.1	
E1 – E4	99	±2	3	5	25	38	28	±6	3.8	±0.2	
E5 – E9	100	±1	3	7	28	45	18	±4	3.7	±0.1	
Officers	100	±1	2	6	18	50	24	±6	3.9	±0.1	
USAR	100	±1	4	7	29	43	18	±4	3.6	±0.1	
White	100	±1	3	5	27	46	19	±6	3.7	±0.1	
Total Minority	99	±1	4	9	31	40	16	±3	3.6	±0.1	
Black	99	±1	5	10	32	38	16	±5	3.5	±0.1	
Hispanic	99	±1	3	9	28	42	18	±5	3.6	±0.1	
Other Race/Ethnicity	99	±1	4	8	34	40	15	±9	3.6	±0.2	
Enlisted	100	±1	4	7	31	41	17	±4	3.6	±0.1	
E1 – E4	100	±1	3	6	33	38	20	±6	3.7	±0.2	
E5 – E9	99	±1	4	9	29	44	14	±4	3.6	±0.1	
Officers	99	±1	3	5	20	52	19	±6	3.8	±0.2	

Note. Percent responding are Reserve component members who answered the question.



















































47d. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
USNR	100	±1	1	4	22	47	25	±4	3.9	±0.1	
White	100	±1	0	3	19	51	27	±5	4.0	±0.1	
Total Minority	100	±1	2	6	28	42	22	±4	3.8	±0.1	
Black	100	±1	2	7	31	41	19	±5	3.7	±0.1	
Hispanic	100	±1	2	6	24	42	26	±6	3.8	±0.1	
Other Race/Ethnicity	100	±1	1	5	30	42	21	±8	3.8	±0.2	
Enlisted	100	±1	1	5	25	46	23	±4	3.8	±0.1	
E1 – E4	100	±1	3	3	31	41	23	±8	3.8	±0.2	
E5 – E9	100	±1	1	6	23	47	23	±5	3.9	±0.1	
Officers	100	±1	0	1	14	53	33	±6	4.2	±0.1	
USMCR	100	±1	3	5	25	38	30	±5	3.9	±0.1	
White	100	±1	3	5	23	39	30	±7	3.9	±0.2	
Total Minority	100	±1	4	4	27	36	29	±7	3.8	±0.2	
Black	100	±1	2	6	28	38	27	±13	3.8	±0.2	
Hispanic	100	±0	4	4	27	36	29	±9	3.8	±0.2	
Other Race/Ethnicity	100	±0	3	5	27	36	30	±13	3.9	±0.3	
Enlisted	100	±1	3	5	26	37	29	±6	3.8	±0.2	
E1 – E4	100	±0	3	5	26	33	33	±8	3.9	±0.2	
E5 – E9	100	±1	3	6	25	47	20	±7	3.7	±0.1	
Officers	100	±1	1	2	13	47	37	±5	4.2	±0.1	
ANG	100	±1	3	8	23	43	23	±3	3.8	±0.1	
White	100	±1	3	7	22	45	23	±3	3.8	±0.1	
Total Minority	100	±1	4	8	28	39	21	±4	3.7	±0.1	
Black	99	±1	4	10	30	36	20	±5	3.6	±0.1	
Hispanic	100	±1	4	8	30	36	21	±6	3.6	±0.2	
Other Race/Ethnicity	100	±1	3	6	22	46	23	±7	3.8	±0.2	
Enlisted	100	±1	3	8	24	43	22	±3	3.7	±0.1	
E1 – E4	100	±1	3	4	19	42	33	±6	4.0	±0.2	
E5 – E9	100	±1	3	9	26	43	19	±3	3.6	±0.1	
Officers	100	±1	2	5	19	49	25	±6	3.9	±0.2	
USAFR	99	±1	3	7	22	46	22	±3	3.8	±0.1	
White	100	±1	2	7	19	49	23	±4	3.8	±0.1	
Total Minority	99	±1	4	7	29	39	21	±4	3.7	±0.1	
Black	99	±1	5	10	30	37	19	±5	3.5	±0.1	
Hispanic	99	±3	2	6	30	40	22	±7	3.7	±0.2	
Other Race/Ethnicity	100	±1	3	5	27	41	24	±7	3.8	±0.2	
Enlisted	99	±1	3	7	24	44	22	±4	3.7	±0.1	
E1 – E4	100	±1	2	4	22	44	28	±6	3.9	±0.1	
E5 – E9	99	±1	4	9	24	44	19	±4	3.7	±0.1	
Officers	99	±1	1	6	16	50	25	±6	3.9	±0.2	
USCGR	100	±1	1	4	16	49	30	±5	4.0	±0.1	
White	100	±1	0	3	15	51	31	±5	4.1	±0.1	
Total Minority	100	±1	2	6	21	44	28	±7	3.9	±0.2	
Black	100	±0	1	12	24	41	21	±21	3.7	±0.4	
Hispanic	100	±1	0	5	22	44	29	±9	4.0	±0.2	
Other Race/Ethnicity	100	±1	4	3	18	45	30	±17	3.9	±0.3	
Enlisted	100	±1	1	4	17	48	29	±5	4.0	±0.1	
E1 – E4	99	±2	0	7	18	49	25	±8	3.9	±0.2	
E5 – E9	100	±0	1	3	16	48	32	±6	4.1	±0.2	
Officers	99	±1	1	1	13	54	31	±6	4.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

47. Unit Cohesion scale: Constructed from Q47. Unit Cohesion can be defined as affective ties within a small group that sustain member's commitment to each other, their unit, and their mission.

	Percent Responding		Mean	Max ME	Average Cohesion
TOTAL DOD	99	±1	3.9	±0.1	
Enlisted	99	±1	3.9	±0.1	
E1 – E4	99	±1	3.9	±0.1	
E5 – E9	99	±1	3.9	±0.1	
Officers	99	±1	4.0	±0.1	
O1 – O3	99	±1	4.0	±0.1	
O4 – O6	98	±2	4.1	±0.1	
Male	99	±1	3.9	±0.1	
Female	99	±1	3.7	±0.1	
White	99	±1	4.0	±0.1	
Total Minority	99	±1	3.8	±0.1	
Black	99	±1	3.8	±0.1	
Hispanic	99	±1	3.9	±0.1	
AIAN	99	±1	3.9	±0.3	
Asian	99	±1	3.9	±0.1	
NHPI	98	±2	4.0	±0.3	
Two or More Races	100	±1	3.7	±0.2	
AGR/FTS/AR	99	±1	3.8	±0.1	
Other Selected Reserve	99	±1	3.9	±0.1	
Reserve Unit	99	±1	3.9	±0.1	
Military Technician	99	±1	3.8	±0.1	
IMA	98	±1	4.0	±0.1	
Not Activated Past 12 Months	99	±1	3.9	±0.1	
Activated Past 12 Months	99	±1	3.9	±0.1	
Not Deployed Past 12 Months	99	±1	3.9	±0.1	
Deployed Past 12 Months	99	±1	3.8	±0.1	
ARNG	99	±1	3.9	±0.1	
White	99	±1	4.0	±0.1	
Total Minority	99	±1	3.8	±0.1	
Black	99	±2	3.8	±0.1	
Hispanic	100	±1	3.9	±0.1	
Other Race/Ethnicity	99	±1	3.8	±0.2	
Enlisted	99	±1	3.9	±0.1	
E1 – E4	99	±2	4.0	±0.1	
E5 – E9	99	±1	3.9	±0.1	
Officers	99	±2	4.0	±0.1	
USAR	99	±1	3.8	±0.1	
White	99	±1	3.8	±0.1	
Total Minority	99	±1	3.7	±0.1	
Black	99	±1	3.7	±0.1	
Hispanic	99	±1	3.8	±0.1	
Other Race/Ethnicity	99	±1	3.7	±0.2	
Enlisted	99	±1	3.8	±0.1	
E1 – E4	100	±1	3.8	±0.1	
E5 – E9	99	±1	3.7	±0.1	
Officers	98	±2	3.9	±0.1	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. Higher scores indicate greater perceived unit cohesion. The overall Cronbach's alpha = 0.94 (White = 0.94, Black = 0.93, Hispanic = 0.94, and Other Race/Ethnicity = 0.94). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

47. Continued	Percent Responding		Mean	Max ME	Average Cohesion
USNR	99	±1	4.0	±0.1	
White	100	±1	4.1	±0.1	
Total Minority	99	±1	3.9	±0.1	
Black	98	±2	3.9	±0.1	
Hispanic	99	±1	4.0	±0.1	
Other Race/Ethnicity	99	±1	3.9	±0.1	
Enlisted	99	±1	3.9	±0.1	
E1 – E4	99	±2	3.9	±0.2	
E5 – E9	99	±1	4.0	±0.1	
Officers	99	±1	4.2	±0.1	
USMCR	100	±1	4.0	±0.1	
White	100	±1	4.0	±0.2	
Total Minority	99	±1	4.0	±0.2	
Black	98	±3	4.0	±0.2	
Hispanic	99	±1	4.0	±0.2	
Other Race/Ethnicity	100	±0	4.0	±0.2	
Enlisted	100	±1	4.0	±0.1	
E1 – E4	100	±1	4.0	±0.2	
E5 – E9	99	±1	3.9	±0.1	
Officers	99	±1	4.2	±0.1	
ANG	99	±1	4.0	±0.1	
White	99	±1	4.0	±0.1	
Total Minority	99	±1	3.9	±0.1	
Black	99	±1	3.9	±0.1	
Hispanic	99	±2	3.9	±0.1	
Other Race/Ethnicity	99	±1	4.0	±0.1	
Enlisted	99	±1	3.9	±0.1	
E1 – E4	99	±1	4.1	±0.1	
E5 – E9	99	±1	3.9	±0.1	
Officers	99	±2	4.1	±0.1	
USAFR	99	±1	4.0	±0.1	
White	99	±1	4.0	±0.1	
Total Minority	98	±2	3.9	±0.1	
Black	98	±2	3.8	±0.1	
Hispanic	97	±4	3.9	±0.1	
Other Race/Ethnicity	99	±1	4.0	±0.1	
Enlisted	99	±1	3.9	±0.1	
E1 – E4	99	±2	4.1	±0.1	
E5 – E9	99	±1	3.9	±0.1	
Officers	98	±2	4.1	±0.1	
USCGR	100	±1	4.1	±0.1	
White	99	±1	4.1	±0.1	
Total Minority	100	±1	4.0	±0.2	
Black	100	±0	3.9	±0.4	
Hispanic	100	±1	4.1	±0.2	
Other Race/Ethnicity	100	±1	4.0	±0.3	
Enlisted	100	±1	4.1	±0.1	
E1 – E4	99	±2	4.0	±0.2	
E5 – E9	100	±0	4.1	±0.1	
Officers	99	±2	4.2	±0.1	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. Higher scores indicate greater perceived unit cohesion. The overall Cronbach's alpha = 0.94 (White = 0.94, Black = 0.93, Hispanic = 0.94, and Other Race/Ethnicity = 0.94). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

48. How often during the past 12 months have you had experiences where military coworkers or military supervisors...
a. Did not provide you with information or assistance when needed?

1. Never
4. Often

2. Once or twice
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
TOTAL DOD	99	±1	33	28	23	11	5	±2	2.3	±0.1	
Enlisted	99	±1	32	28	24	11	5	±2	2.3	±0.1	
E1 – E4	99	±1	35	27	23	10	5	±4	2.2	±0.1	
E5 – E9	99	±1	30	28	25	12	5	±2	2.3	±0.1	
Officers	99	±1	34	32	20	10	4	±3	2.2	±0.1	
O1 – O3	99	±1	32	33	20	10	5	±5	2.2	±0.2	
O4 – O6	99	±1	39	31	20	8	3	±4	2.0	±0.1	
Male	99	±1	33	29	23	11	4	±2	2.2	±0.1	
Female	99	±1	30	26	23	12	9	±4	2.4	±0.1	
White	100	±1	32	29	23	11	4	±3	2.3	±0.1	
Total Minority	99	±1	33	27	23	10	7	±2	2.3	±0.1	
Black	99	±1	36	25	24	9	6	±3	2.2	±0.1	
Hispanic	99	±2	32	28	23	10	6	±3	2.3	±0.1	
AIAN	99	±1	30	21	19	20	10	±22	2.6	±0.5	
Asian	100	±1	32	29	23	11	5	±5	2.3	±0.1	
NHPI	100	±0	30	35	28	6	3	±16	2.2	±0.2	
Two or More Races	99	±2	27	30	20	13	10	±9	2.5	±0.3	
AGR/FTS/AR	99	±1	28	29	26	12	5	±3	2.4	±0.1	
Other Selected Reserve	99	±1	33	28	23	11	5	±2	2.3	±0.1	
Reserve Unit	99	±1	33	28	23	11	5	±2	2.3	±0.1	
Military Technician	100	±1	32	27	25	12	4	±4	2.3	±0.1	
IMA	99	±1	51	23	15	6	4	±3	1.9	±0.1	
Not Activated Past 12 Months	99	±1	34	29	22	10	5	±2	2.2	±0.1	
Activated Past 12 Months	100	±1	28	26	26	14	6	±3	2.4	±0.1	
Not Deployed Past 12 Months	99	±1	34	29	23	10	5	±2	2.2	±0.1	
Deployed Past 12 Months	100	±1	25	25	26	16	7	±5	2.5	±0.2	
ARNG	99	±1	31	28	24	12	5	±3	2.3	±0.1	
White	99	±1	31	28	24	12	5	±4	2.3	±0.1	
Total Minority	99	±2	31	28	24	10	6	±4	2.3	±0.1	
Black	99	±1	34	25	26	9	6	±5	2.3	±0.2	
Hispanic	98	±3	32	30	22	11	6	±7	2.3	±0.2	
Other Race/Ethnicity	100	±1	24	32	23	12	9	±9	2.5	±0.3	
Enlisted	99	±1	31	28	24	12	5	±4	2.3	±0.1	
E1 – E4	99	±2	34	27	23	11	5	±6	2.3	±0.2	
E5 – E9	100	±1	28	28	26	13	6	±4	2.4	±0.1	
Officers	99	±2	30	33	23	10	4	±6	2.2	±0.2	
USAR	99	±1	26	28	24	14	7	±3	2.5	±0.1	
White	99	±1	23	31	25	16	6	±5	2.5	±0.2	
Total Minority	99	±1	30	25	24	12	9	±3	2.4	±0.1	
Black	99	±1	35	26	23	9	7	±4	2.3	±0.2	
Hispanic	100	±1	27	23	26	13	10	±5	2.6	±0.2	
Other Race/Ethnicity	99	±2	26	27	22	15	11	±10	2.6	±0.3	
Enlisted	100	±1	26	27	25	14	8	±4	2.5	±0.1	
E1 – E4	100	±0	28	26	25	13	8	±6	2.5	±0.2	
E5 – E9	99	±1	25	29	25	15	7	±4	2.5	±0.1	
Officers	99	±2	26	33	21	14	6	±6	2.4	±0.2	

Note. Percent responding are Reserve component members who answered the question.

48a. Continued	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
USNR	100	±1	40	26	23	8	3	±4	2.1	±0.1	
White	100	±1	43	25	21	9	3	±6	2.0	±0.2	
Total Minority	99	±1	36	28	24	8	4	±4	2.2	±0.1	
Black	99	±2	43	24	24	7	3	±5	2.0	±0.2	
Hispanic	100	±1	33	28	27	7	5	±6	2.2	±0.2	
Other Race/Ethnicity	99	±1	30	32	22	12	4	±8	2.3	±0.2	
Enlisted	99	±1	38	25	24	9	3	±4	2.1	±0.1	
E1 – E4	99	±1	42	21	24	9	3	±8	2.1	±0.2	
E5 – E9	100	±1	37	26	24	9	3	±5	2.2	±0.2	
Officers	100	±1	45	29	18	6	3	±6	1.9	±0.2	
USMCR	99	±1	37	31	20	7	4	±5	2.1	±0.2	
White	100	±1	38	33	20	6	4	±7	2.1	±0.2	
Total Minority	99	±3	36	30	20	9	5	±6	2.2	±0.2	
Black	95	±10	41	24	20	10	5	±15	2.1	±0.3	
Hispanic	100	±1	37	30	20	7	6	±9	2.1	±0.3	
Other Race/Ethnicity	99	±2	29	35	20	13	3	±16	2.3	±0.3	
Enlisted	99	±1	36	32	20	7	4	±6	2.1	±0.2	
E1 – E4	99	±2	38	33	19	6	4	±8	2.1	±0.2	
E5 – E9	100	±1	31	31	22	11	4	±7	2.3	±0.2	
Officers	100	±1	47	27	18	5	2	±5	1.9	±0.1	
ANG	100	±1	39	29	22	8	3	±3	2.1	±0.1	
White	100	±1	39	29	22	8	2	±3	2.1	±0.1	
Total Minority	100	±1	42	26	22	7	3	±4	2.0	±0.1	
Black	99	±1	44	23	23	8	3	±5	2.0	±0.1	
Hispanic	100	±1	39	29	22	7	3	±7	2.1	±0.2	
Other Race/Ethnicity	100	±1	44	25	21	7	3	±6	2.0	±0.2	
Enlisted	100	±1	39	28	22	8	2	±3	2.1	±0.1	
E1 – E4	100	±1	51	27	16	4	2	±6	1.8	±0.2	
E5 – E9	100	±1	35	28	25	10	2	±3	2.2	±0.1	
Officers	100	±1	44	31	16	6	3	±6	1.9	±0.2	
USAFR	99	±1	41	27	21	8	4	±3	2.1	±0.1	
White	99	±1	40	27	22	7	3	±4	2.1	±0.1	
Total Minority	100	±1	41	27	19	9	4	±4	2.1	±0.1	
Black	99	±1	39	27	18	9	6	±5	2.1	±0.2	
Hispanic	99	±1	41	28	21	8	3	±7	2.0	±0.2	
Other Race/Ethnicity	100	±1	44	28	17	9	3	±6	2.0	±0.2	
Enlisted	99	±1	40	27	21	8	4	±4	2.1	±0.1	
E1 – E4	99	±2	46	29	18	4	3	±6	1.9	±0.2	
E5 – E9	99	±1	38	26	22	10	4	±4	2.2	±0.1	
Officers	100	±1	44	30	19	5	3	±6	1.9	±0.2	
USCGR	100	±1	44	28	20	6	2	±5	1.9	±0.1	
White	100	±1	46	27	20	6	2	±5	1.9	±0.2	
Total Minority	100	±1	38	31	20	7	4	±7	2.1	±0.2	
Black	100	±0	40	25	20	8	6	±18	2.1	±0.4	
Hispanic	100	±1	40	35	17	6	2	±9	2.0	±0.2	
Other Race/Ethnicity	100	±0	35	28	24	7	5	±13	2.2	±0.3	
Enlisted	100	±0	44	26	20	6	3	±5	2.0	±0.2	
E1 – E4	100	±0	41	31	22	5	1	±8	1.9	±0.2	
E5 – E9	100	±0	46	24	20	7	3	±6	2.0	±0.2	
Officers	99	±1	45	34	16	4	2	±6	1.8	±0.2	

Note. Percent responding are Reserve component members who answered the question.

48. How often during the past 12 months have you had experiences where military coworkers or military supervisors...
b. Were excessively harsh in their criticism of your work performance?

1. Never
4. Often

2. Once or twice
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
TOTAL DOD	99	±1	65	17	12	4	3	±2	1.6	±0.1	
Enlisted	99	±1	63	17	13	4	3	±2	1.7	±0.1	
E1 – E4	99	±1	64	16	14	3	3	±4	1.6	±0.1	
E5 – E9	99	±1	63	18	11	5	3	±2	1.7	±0.1	
Officers	99	±1	72	14	9	3	3	±3	1.5	±0.1	
O1 – O3	99	±1	69	16	8	3	4	±5	1.6	±0.1	
O4 – O6	100	±1	75	11	9	3	2	±4	1.4	±0.1	
Male	99	±1	65	17	12	4	2	±2	1.6	±0.1	
Female	99	±1	63	16	13	4	5	±4	1.7	±0.1	
White	100	±1	66	17	11	3	2	±3	1.6	±0.1	
Total Minority	99	±1	62	17	13	4	4	±2	1.7	±0.1	
Black	99	±1	65	16	11	5	3	±3	1.6	±0.1	
Hispanic	99	±2	60	16	15	5	4	±3	1.8	±0.1	
AIAN	99	±1	62	14	21	2	2	±17	1.7	±0.3	
Asian	99	±1	60	20	13	4	3	±5	1.7	±0.1	
NHPI	100	±0	66	11	16	3	3	±11	1.7	±0.3	
Two or More Races	99	±2	56	19	14	4	7	±9	1.9	±0.3	
AGR/FTS/AR	99	±1	60	19	13	6	3	±4	1.7	±0.1	
Other Selected Reserve	99	±1	65	17	12	3	3	±2	1.6	±0.1	
Reserve Unit	99	±1	65	17	12	4	3	±2	1.6	±0.1	
Military Technician	99	±1	61	19	14	4	3	±4	1.7	±0.1	
IMA	99	±1	84	8	5	2	1	±2	1.3	±0.1	
Not Activated Past 12 Months	99	±1	67	16	11	3	2	±2	1.6	±0.1	
Activated Past 12 Months	100	±1	57	19	15	5	4	±4	1.8	±0.1	
Not Deployed Past 12 Months	99	±1	67	16	11	4	2	±2	1.6	±0.1	
Deployed Past 12 Months	99	±1	53	21	17	5	5	±5	1.9	±0.1	
ARNG	99	±1	62	17	14	4	3	±3	1.7	±0.1	
White	100	±1	62	18	14	4	3	±4	1.7	±0.1	
Total Minority	99	±2	61	16	14	5	4	±4	1.7	±0.1	
Black	99	±1	62	17	13	6	3	±5	1.7	±0.2	
Hispanic	98	±3	62	13	17	5	4	±6	1.8	±0.2	
Other Race/Ethnicity	99	±2	56	23	12	3	5	±9	1.8	±0.2	
Enlisted	99	±1	61	18	14	4	3	±4	1.7	±0.1	
E1 – E4	99	±2	65	15	15	3	3	±6	1.6	±0.2	
E5 – E9	99	±1	57	21	14	5	3	±4	1.8	±0.1	
Officers	100	±1	68	16	12	2	3	±6	1.6	±0.2	
USAR	99	±1	63	18	12	4	3	±4	1.7	±0.1	
White	99	±1	65	18	11	3	2	±6	1.6	±0.1	
Total Minority	99	±1	60	18	13	5	4	±4	1.8	±0.1	
Black	99	±1	64	18	10	5	3	±4	1.7	±0.1	
Hispanic	99	±1	56	19	15	6	5	±6	1.9	±0.2	
Other Race/Ethnicity	99	±2	56	15	18	3	7	±9	1.9	±0.3	
Enlisted	99	±1	62	18	13	4	3	±4	1.7	±0.1	
E1 – E4	100	±1	60	18	15	4	3	±6	1.7	±0.2	
E5 – E9	99	±1	63	19	10	5	3	±4	1.7	±0.1	
Officers	98	±2	68	15	9	3	4	±6	1.6	±0.2	

Note. Percent responding are Reserve component members who answered the question.

48b. Continued	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
USNR	100	±1	70	14	12	3	1	±4	1.5	±0.1	
White	100	±1	75	13	10	2	1	±5	1.4	±0.1	
Total Minority	99	±1	62	16	16	3	2	±4	1.7	±0.1	
Black	99	±2	65	17	12	3	2	±5	1.6	±0.1	
Hispanic	99	±1	59	17	18	3	3	±7	1.7	±0.2	
Other Race/Ethnicity	100	±1	62	14	18	5	2	±7	1.7	±0.2	
Enlisted	99	±1	67	15	14	3	1	±4	1.6	±0.1	
E1 – E4	99	±1	68	13	16	2	1	±7	1.6	±0.2	
E5 – E9	99	±1	66	16	13	3	1	±5	1.6	±0.1	
Officers	100	±1	80	10	7	2	2	±5	1.4	±0.1	
USMCR	100	±1	62	17	13	4	4	±5	1.7	±0.2	
White	100	±1	64	16	13	4	3	±7	1.7	±0.2	
Total Minority	99	±1	60	19	13	4	4	±7	1.7	±0.2	
Black	100	±1	71	14	9	3	4	±9	1.5	±0.2	
Hispanic	99	±2	56	23	14	3	5	±9	1.8	±0.2	
Other Race/Ethnicity	99	±2	57	15	15	10	3	±18	1.9	±0.4	
Enlisted	100	±1	60	18	14	5	4	±6	1.7	±0.2	
E1 – E4	100	±1	58	18	14	5	4	±8	1.8	±0.2	
E5 – E9	100	±1	65	16	12	5	2	±6	1.6	±0.2	
Officers	100	±1	81	11	6	1	1	±4	1.3	±0.1	
ANG	100	±1	71	16	8	3	2	±3	1.5	±0.1	
White	100	±1	71	17	8	3	1	±3	1.5	±0.1	
Total Minority	99	±1	70	14	10	3	3	±3	1.5	±0.1	
Black	99	±1	72	12	11	2	2	±4	1.5	±0.1	
Hispanic	99	±2	67	15	11	5	2	±6	1.6	±0.2	
Other Race/Ethnicity	100	±1	71	15	9	3	3	±6	1.5	±0.2	
Enlisted	100	±1	70	16	8	4	2	±3	1.5	±0.1	
E1 – E4	100	±1	74	15	8	2	2	±6	1.4	±0.1	
E5 – E9	100	±1	68	17	9	4	2	±3	1.5	±0.1	
Officers	100	±1	77	13	8	1	2	±5	1.4	±0.1	
USAFR	99	±1	74	14	8	3	2	±3	1.5	±0.1	
White	99	±1	76	13	7	3	2	±4	1.4	±0.1	
Total Minority	99	±1	70	16	9	3	3	±4	1.5	±0.1	
Black	99	±1	71	14	8	3	4	±5	1.6	±0.2	
Hispanic	100	±1	71	16	9	2	1	±6	1.5	±0.1	
Other Race/Ethnicity	99	±1	67	20	10	2	1	±7	1.5	±0.2	
Enlisted	99	±1	73	15	8	3	2	±3	1.5	±0.1	
E1 – E4	100	±1	76	14	7	1	2	±6	1.4	±0.1	
E5 – E9	99	±1	71	15	8	3	3	±4	1.5	±0.1	
Officers	100	±1	78	11	8	3	1	±6	1.4	±0.2	
USCGR	100	±1	75	12	10	3	1	±4	1.4	±0.1	
White	100	±1	78	11	8	3	0	±5	1.4	±0.1	
Total Minority	100	±1	66	15	13	3	2	±7	1.6	±0.2	
Black	100	±0	67	13	12	4	4	±19	1.7	±0.4	
Hispanic	100	±1	69	16	13	2	0	±9	1.5	±0.2	
Other Race/Ethnicity	100	±0	61	15	14	5	4	±15	1.8	±0.4	
Enlisted	100	±1	74	13	10	3	1	±5	1.4	±0.1	
E1 – E4	99	±1	74	13	11	2	0	±8	1.4	±0.2	
E5 – E9	100	±1	75	12	9	3	1	±6	1.4	±0.2	
Officers	99	±1	79	10	8	1	1	±5	1.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

48. How often during the past 12 months have you had experiences where military coworkers or military supervisors...**c. Took credit for your work or ideas?**1. Never
4. Often2. Once or twice
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
TOTAL DOD	99	±1	65	16	12	4	3	±2	1.6	±0.1	
Enlisted	99	±1	64	15	13	5	3	±2	1.7	±0.1	
E1 – E4	99	±1	68	13	13	4	3	±4	1.6	±0.1	
E5 – E9	99	±1	61	18	13	5	3	±2	1.7	±0.1	
Officers	99	±1	68	16	9	3	2	±3	1.6	±0.1	
O1 – O3	99	±1	70	16	9	2	3	±5	1.5	±0.1	
O4 – O6	99	±1	69	16	9	4	2	±4	1.5	±0.1	
Male	99	±1	65	16	12	4	3	±2	1.6	±0.1	
Female	99	±1	63	15	13	5	4	±4	1.7	±0.1	
White	99	±1	65	17	12	4	2	±3	1.6	±0.1	
Total Minority	99	±1	65	13	13	5	4	±2	1.7	±0.1	
Black	99	±1	68	13	12	4	3	±3	1.6	±0.1	
Hispanic	99	±2	62	14	14	6	4	±3	1.8	±0.1	
AIAN	99	±1	64	10	11	5	10	±22	1.9	±0.5	
Asian	99	±1	65	14	14	3	4	±4	1.7	±0.1	
NHPI	100	±0	67	11	16	3	3	±11	1.7	±0.3	
Two or More Races	99	±2	61	11	13	4	10	±9	1.9	±0.3	
AGR/FTS/AR	99	±1	52	22	16	6	4	±4	1.9	±0.1	
Other Selected Reserve	99	±1	66	15	12	4	3	±2	1.6	±0.1	
Reserve Unit	99	±1	66	15	12	4	3	±2	1.6	±0.1	
Military Technician	99	±1	57	19	15	6	3	±4	1.8	±0.1	
IMA	99	±1	80	10	7	2	1	±2	1.4	±0.1	
Not Activated Past 12 Months	99	±1	68	15	11	4	2	±2	1.6	±0.1	
Activated Past 12 Months	99	±1	55	18	17	6	4	±4	1.9	±0.1	
Not Deployed Past 12 Months	99	±1	68	15	11	4	2	±2	1.6	±0.1	
Deployed Past 12 Months	99	±1	49	20	19	7	5	±5	2.0	±0.2	
ARNG	99	±1	63	16	13	5	3	±3	1.7	±0.1	
White	99	±1	63	18	13	5	2	±4	1.7	±0.1	
Total Minority	99	±2	65	13	14	5	4	±4	1.7	±0.1	
Black	99	±1	67	13	14	3	3	±5	1.6	±0.1	
Hispanic	98	±3	61	13	15	8	3	±6	1.8	±0.2	
Other Race/Ethnicity	100	±1	65	11	14	4	6	±8	1.8	±0.2	
Enlisted	99	±1	63	16	14	5	2	±4	1.7	±0.1	
E1 – E4	99	±2	68	12	13	5	1	±6	1.6	±0.2	
E5 – E9	99	±1	58	19	14	5	3	±4	1.8	±0.1	
Officers	99	±1	65	19	9	4	3	±6	1.6	±0.2	
USAR	99	±1	63	15	13	4	4	±4	1.7	±0.1	
White	99	±2	64	16	14	3	3	±6	1.7	±0.2	
Total Minority	99	±1	62	13	13	6	6	±3	1.8	±0.1	
Black	99	±1	66	13	11	6	4	±4	1.7	±0.1	
Hispanic	100	±1	60	13	15	7	5	±5	1.8	±0.2	
Other Race/Ethnicity	98	±2	59	12	14	3	11	±10	1.9	±0.3	
Enlisted	99	±1	63	14	14	4	5	±4	1.7	±0.1	
E1 – E4	99	±2	65	13	14	4	5	±6	1.7	±0.2	
E5 – E9	98	±1	61	16	13	6	4	±4	1.8	±0.1	
Officers	99	±2	64	18	11	4	3	±6	1.6	±0.2	

Note. Percent responding are Reserve component members who answered the question.

48c. Continued	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
USNR	100	±1	68	14	13	4	2	±4	1.6	±0.1	
White	100	±1	70	14	11	4	2	±5	1.5	±0.1	
Total Minority	99	±1	64	15	15	3	2	±4	1.6	±0.1	
Black	98	±2	68	16	12	2	2	±5	1.6	±0.1	
Hispanic	100	±1	64	13	17	5	2	±6	1.7	±0.2	
Other Race/Ethnicity	99	±1	60	17	18	3	2	±7	1.7	±0.2	
Enlisted	99	±1	65	16	14	4	2	±4	1.6	±0.1	
E1 – E4	99	±1	65	17	12	5	1	±8	1.6	±0.2	
E5 – E9	100	±1	64	15	14	4	2	±5	1.6	±0.1	
Officers	100	±1	77	11	9	2	1	±5	1.4	±0.1	
USMCR	99	±2	69	14	10	3	5	±5	1.6	±0.2	
White	99	±2	72	13	8	3	4	±7	1.5	±0.2	
Total Minority	98	±3	63	15	13	4	6	±7	1.7	±0.2	
Black	99	±2	67	11	15	2	5	±13	1.7	±0.3	
Hispanic	97	±5	62	17	14	3	5	±9	1.7	±0.2	
Other Race/Ethnicity	99	±2	61	11	10	9	9	±20	1.9	±0.5	
Enlisted	99	±2	67	14	10	3	5	±6	1.6	±0.2	
E1 – E4	98	±2	70	13	10	2	6	±7	1.6	±0.2	
E5 – E9	99	±1	62	17	11	8	3	±6	1.7	±0.2	
Officers	100	±1	79	13	6	1	1	±4	1.3	±0.1	
ANG	100	±1	66	17	11	4	2	±3	1.6	±0.1	
White	100	±1	65	18	12	4	2	±3	1.6	±0.1	
Total Minority	99	±1	72	12	9	4	3	±3	1.5	±0.1	
Black	99	±1	78	10	8	3	2	±4	1.4	±0.1	
Hispanic	99	±1	67	15	9	6	4	±6	1.6	±0.2	
Other Race/Ethnicity	99	±1	72	11	10	4	3	±6	1.5	±0.2	
Enlisted	100	±1	65	17	11	4	2	±3	1.6	±0.1	
E1 – E4	100	±1	75	11	10	1	1	±6	1.4	±0.1	
E5 – E9	99	±1	62	19	12	5	2	±3	1.7	±0.1	
Officers	100	±1	74	14	9	2	1	±6	1.4	±0.1	
USAFR	99	±1	72	14	8	4	2	±3	1.5	±0.1	
White	99	±1	73	14	8	4	2	±4	1.5	±0.1	
Total Minority	99	±1	71	14	9	5	2	±4	1.5	±0.1	
Black	98	±2	73	12	7	5	3	±5	1.5	±0.1	
Hispanic	99	±1	70	15	9	4	2	±7	1.5	±0.2	
Other Race/Ethnicity	99	±1	68	15	10	5	2	±7	1.6	±0.2	
Enlisted	99	±1	72	14	9	4	2	±3	1.5	±0.1	
E1 – E4	100	±1	81	11	5	1	1	±5	1.3	±0.1	
E5 – E9	99	±1	68	15	10	5	2	±4	1.6	±0.1	
Officers	99	±2	73	15	7	4	2	±6	1.5	±0.2	
USCGR	100	±1	77	12	7	2	1	±4	1.4	±0.1	
White	100	±1	78	13	7	1	2	±5	1.4	±0.1	
Total Minority	100	±1	75	12	8	4	1	±7	1.4	±0.2	
Black	100	±0	84	9	4	NR	3	±13	1.3	±0.3	
Hispanic	99	±2	81	10	8	1	0	±9	1.3	±0.2	
Other Race/Ethnicity	100	±0	60	16	12	12	0	±16	1.8	±0.4	
Enlisted	100	±1	78	12	7	2	1	±5	1.4	±0.1	
E1 – E4	99	±2	84	10	4	1	1	±7	1.2	±0.2	
E5 – E9	100	±0	74	13	9	2	1	±6	1.4	±0.2	
Officers	99	±1	73	16	7	2	2	±6	1.4	±0.2	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

48. How often during the past 12 months have you had experiences where military coworkers or military supervisors...
d. Gossiped/talked about you?

1. Never
4. Often

2. Once or twice
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
TOTAL DOD	98	±1	56	18	16	5	5	±2	1.9	±0.1	
Enlisted	98	±1	55	18	16	6	5	±2	1.9	±0.1	
E1 – E4	98	±2	60	15	15	5	5	±4	1.8	±0.1	
E5 – E9	98	±1	52	20	17	6	5	±2	1.9	±0.1	
Officers	98	±1	59	21	12	4	3	±3	1.7	±0.1	
O1 – O3	98	±2	60	21	10	3	5	±5	1.7	±0.2	
O4 – O6	98	±1	60	20	13	4	2	±4	1.7	±0.1	
Male	98	±1	58	18	15	5	4	±2	1.8	±0.1	
Female	98	±1	49	18	18	7	8	±4	2.1	±0.1	
White	98	±1	56	19	16	5	4	±3	1.8	±0.1	
Total Minority	98	±1	55	17	15	6	7	±2	1.9	±0.1	
Black	98	±1	55	16	16	6	7	±3	1.9	±0.1	
Hispanic	97	±2	56	17	15	6	5	±3	1.9	±0.1	
AIAN	99	±1	54	16	15	4	12	±20	2.0	±0.5	
Asian	99	±1	58	19	15	3	5	±4	1.8	±0.1	
NHPI	98	±3	62	11	15	7	4	±11	1.8	±0.3	
Two or More Races	99	±2	49	19	12	8	12	±9	2.2	±0.3	
AGR/FTS/AR	98	±1	42	22	20	9	7	±4	2.2	±0.1	
Other Selected Reserve	98	±1	57	18	15	5	5	±2	1.8	±0.1	
Reserve Unit	98	±1	57	18	15	5	5	±2	1.8	±0.1	
Military Technician	98	±2	47	22	18	8	5	±4	2.0	±0.1	
IMA	97	±2	77	12	7	2	2	±3	1.4	±0.1	
Not Activated Past 12 Months	98	±1	59	18	14	5	4	±2	1.8	±0.1	
Activated Past 12 Months	98	±1	46	19	21	7	6	±4	2.1	±0.1	
Not Deployed Past 12 Months	98	±1	58	18	14	5	4	±2	1.8	±0.1	
Deployed Past 12 Months	98	±1	41	20	23	8	8	±5	2.2	±0.2	
ARNG	98	±1	53	18	17	6	5	±3	1.9	±0.1	
White	98	±2	53	19	18	6	4	±4	1.9	±0.1	
Total Minority	98	±2	54	16	16	7	7	±4	2.0	±0.1	
Black	99	±2	53	16	19	6	7	±5	2.0	±0.2	
Hispanic	97	±3	57	16	16	7	5	±6	1.9	±0.2	
Other Race/Ethnicity	99	±1	52	16	13	9	10	±9	2.1	±0.3	
Enlisted	98	±2	54	17	18	6	5	±4	1.9	±0.1	
E1 – E4	97	±2	60	13	18	5	4	±6	1.8	±0.2	
E5 – E9	98	±1	48	20	19	7	6	±4	2.0	±0.1	
Officers	99	±2	51	27	12	5	5	±6	1.9	±0.2	
USAR	98	±1	56	18	15	5	6	±4	1.9	±0.1	
White	98	±2	57	18	15	5	5	±6	1.8	±0.2	
Total Minority	97	±2	54	18	15	6	7	±3	1.9	±0.1	
Black	97	±2	56	16	15	7	6	±5	1.9	±0.2	
Hispanic	97	±4	53	18	15	7	6	±5	2.0	±0.2	
Other Race/Ethnicity	98	±2	53	20	13	3	11	±10	2.0	±0.3	
Enlisted	98	±1	55	18	15	6	6	±4	1.9	±0.1	
E1 – E4	99	±2	56	17	15	6	7	±6	1.9	±0.2	
E5 – E9	97	±2	54	19	15	6	6	±4	1.9	±0.1	
Officers	96	±3	58	21	14	4	4	±6	1.8	±0.2	

Note. Percent responding are Reserve component members who answered the question.

48d. Continued	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
USNR	99	±1	65	15	14	3	2	±4	1.6	±0.1	
White	99	±2	69	14	13	3	1	±5	1.5	±0.1	
Total Minority	99	±1	60	16	16	4	3	±4	1.7	±0.1	
Black	98	±1	61	16	16	2	4	±5	1.7	±0.2	
Hispanic	99	±1	64	16	15	4	2	±6	1.6	±0.2	
Other Race/Ethnicity	99	±1	54	18	19	6	3	±8	1.9	±0.2	
Enlisted	99	±1	63	16	15	3	3	±4	1.7	±0.1	
E1 – E4	100	±0	62	18	14	3	3	±8	1.7	±0.2	
E5 – E9	98	±2	63	15	16	4	2	±5	1.7	±0.1	
Officers	99	±1	75	11	11	2	1	±6	1.4	±0.1	
USMCR	98	±2	64	15	12	3	7	±5	1.7	±0.2	
White	100	±1	68	13	10	2	6	±7	1.7	±0.2	
Total Minority	96	±4	56	18	14	5	7	±7	1.9	±0.2	
Black	93	±10	57	18	10	9	6	±17	1.9	±0.3	
Hispanic	96	±5	56	18	17	4	6	±9	1.9	±0.3	
Other Race/Ethnicity	99	±2	56	21	10	3	11	±18	1.9	±0.5	
Enlisted	98	±2	62	15	12	3	7	±6	1.8	±0.2	
E1 – E4	98	±2	65	14	11	2	8	±8	1.7	±0.2	
E5 – E9	99	±1	57	18	15	5	6	±6	1.8	±0.2	
Officers	98	±2	77	11	8	2	2	±4	1.4	±0.1	
ANG	98	±1	53	21	16	6	4	±3	1.9	±0.1	
White	98	±1	52	23	16	6	4	±3	1.9	±0.1	
Total Minority	99	±1	56	16	16	6	6	±4	1.9	±0.1	
Black	98	±2	55	17	17	5	6	±5	1.9	±0.2	
Hispanic	99	±1	54	16	15	7	7	±6	2.0	±0.2	
Other Race/Ethnicity	99	±1	60	13	16	6	5	±6	1.8	±0.2	
Enlisted	99	±1	52	21	16	7	4	±3	1.9	±0.1	
E1 – E4	99	±1	63	18	14	3	3	±6	1.6	±0.2	
E5 – E9	98	±1	48	22	16	8	5	±3	2.0	±0.1	
Officers	97	±3	58	19	15	5	4	±6	1.8	±0.2	
USAFR	98	±1	61	19	13	4	4	±3	1.7	±0.1	
White	98	±1	62	20	12	4	3	±4	1.6	±0.1	
Total Minority	97	±2	58	19	14	4	6	±4	1.8	±0.1	
Black	96	±2	57	17	15	4	7	±5	1.9	±0.2	
Hispanic	99	±1	59	19	14	4	5	±7	1.8	±0.2	
Other Race/Ethnicity	96	±4	59	22	12	4	3	±7	1.7	±0.2	
Enlisted	98	±1	59	19	13	3	4	±4	1.7	±0.1	
E1 – E4	99	±1	67	18	9	3	3	±6	1.6	±0.2	
E5 – E9	97	±2	56	20	15	4	5	±4	1.8	±0.1	
Officers	99	±2	66	20	9	5	1	±7	1.6	±0.2	
USCGR	99	±1	69	16	10	3	1	±4	1.5	±0.1	
White	99	±1	71	17	9	3	1	±5	1.5	±0.1	
Total Minority	99	±1	65	14	13	5	3	±7	1.7	±0.2	
Black	100	±0	59	12	17	7	6	±17	1.9	±0.4	
Hispanic	100	±1	70	14	11	4	1	±9	1.5	±0.2	
Other Race/Ethnicity	99	±2	58	16	14	6	6	±14	1.8	±0.4	
Enlisted	99	±1	68	17	11	4	1	±5	1.5	±0.1	
E1 – E4	99	±2	68	17	9	4	2	±8	1.6	±0.2	
E5 – E9	99	±2	67	17	12	3	1	±6	1.5	±0.2	
Officers	99	±1	77	13	7	1	2	±6	1.4	±0.1	

Note. Percent responding are Reserve component members who answered the question.

**48. How often during the past 12 months have you had experiences where military coworkers or military supervisors...
e. Used insults, sarcasm, or gestures to humiliate you?**

1. Never
4. Often

2. Once or twice
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
TOTAL DOD	99	±1	72	12	9	3	3	±2	1.5	±0.1	
Enlisted	99	±1	71	13	10	3	3	±2	1.6	±0.1	
E1 – E4	99	±1	68	13	11	3	4	±4	1.6	±0.1	
E5 – E9	99	±1	73	12	8	4	3	±2	1.5	±0.1	
Officers	99	±1	78	12	5	2	3	±3	1.4	±0.1	
O1 – O3	99	±1	78	13	5	2	4	±5	1.4	±0.1	
O4 – O6	99	±1	81	10	5	2	2	±3	1.3	±0.1	
Male	99	±1	73	13	9	3	3	±2	1.5	±0.1	
Female	99	±1	68	12	10	5	5	±4	1.7	±0.1	
White	99	±1	73	13	9	3	3	±3	1.5	±0.1	
Total Minority	99	±1	70	12	10	4	4	±2	1.6	±0.1	
Black	99	±1	73	11	9	3	4	±3	1.5	±0.1	
Hispanic	99	±2	70	12	10	4	3	±3	1.6	±0.1	
AIAN	99	±1	71	7	10	2	9	±23	1.7	±0.5	
Asian	99	±1	70	15	10	3	3	±4	1.6	±0.1	
NHPI	100	±1	69	11	13	4	3	±11	1.6	±0.3	
Two or More Races	99	±2	63	14	10	3	11	±9	1.9	±0.3	
AGR/FTS/AR	99	±1	70	12	10	4	4	±3	1.6	±0.1	
Other Selected Reserve	99	±1	72	13	9	3	3	±2	1.5	±0.1	
Reserve Unit	99	±1	72	13	9	3	3	±2	1.5	±0.1	
Military Technician	100	±1	70	13	11	2	3	±4	1.6	±0.1	
IMA	99	±1	87	7	4	1	1	±2	1.2	±0.1	
Not Activated Past 12 Months	99	±1	74	12	8	3	3	±2	1.5	±0.1	
Activated Past 12 Months	99	±1	65	15	12	5	4	±4	1.7	±0.1	
Not Deployed Past 12 Months	99	±1	74	12	8	3	3	±2	1.5	±0.1	
Deployed Past 12 Months	99	±1	60	16	13	6	4	±5	1.8	±0.1	
ARNG	99	±1	70	13	10	4	3	±3	1.6	±0.1	
White	99	±1	70	14	9	4	3	±4	1.6	±0.1	
Total Minority	99	±2	69	11	11	4	5	±4	1.6	±0.1	
Black	99	±1	70	11	10	3	5	±5	1.6	±0.2	
Hispanic	98	±3	71	10	11	6	3	±6	1.6	±0.2	
Other Race/Ethnicity	99	±1	63	13	14	2	8	±9	1.8	±0.3	
Enlisted	99	±1	69	13	11	4	3	±4	1.6	±0.1	
E1 – E4	99	±2	67	13	12	4	4	±6	1.6	±0.2	
E5 – E9	99	±1	71	13	9	4	3	±4	1.6	±0.1	
Officers	99	±2	76	13	6	2	3	±5	1.4	±0.2	
USAR	99	±1	71	13	9	3	4	±3	1.6	±0.1	
White	99	±1	71	13	9	2	4	±5	1.5	±0.2	
Total Minority	99	±1	70	12	10	4	5	±3	1.6	±0.1	
Black	99	±1	73	11	9	4	4	±4	1.5	±0.1	
Hispanic	100	±1	66	15	10	5	4	±5	1.7	±0.2	
Other Race/Ethnicity	99	±2	68	11	9	2	9	±10	1.7	±0.3	
Enlisted	99	±1	70	13	10	3	4	±4	1.6	±0.1	
E1 – E4	100	±0	66	14	12	3	5	±6	1.7	±0.2	
E5 – E9	98	±2	74	11	8	3	3	±4	1.5	±0.1	
Officers	98	±2	75	13	5	3	4	±6	1.5	±0.2	

Note. Percent responding are Reserve component members who answered the question.

48e. Continued	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
USNR	99	±1	79	10	8	2	1	±3	1.4	±0.1	
White	98	±2	82	9	7	1	1	±5	1.3	±0.1	
Total Minority	99	±1	73	12	10	3	2	±4	1.5	±0.1	
Black	99	±2	74	12	11	2	2	±5	1.5	±0.1	
Hispanic	99	±2	77	10	10	1	2	±6	1.4	±0.2	
Other Race/Ethnicity	99	±1	66	14	11	6	3	±9	1.7	±0.2	
Enlisted	98	±2	76	11	10	2	1	±4	1.4	±0.1	
E1 – E4	99	±1	75	10	11	3	1	±7	1.4	±0.2	
E5 – E9	98	±2	77	11	9	2	2	±5	1.4	±0.1	
Officers	99	±1	87	7	4	2	0	±5	1.2	±0.1	
USMCR	99	±1	68	14	8	4	6	±5	1.6	±0.2	
White	100	±1	71	13	7	4	5	±7	1.6	±0.2	
Total Minority	98	±3	63	16	12	2	7	±7	1.7	±0.2	
Black	95	±10	68	13	12	2	5	±14	1.6	±0.3	
Hispanic	99	±1	63	16	13	2	6	±9	1.7	±0.2	
Other Race/Ethnicity	99	±2	59	20	7	4	10	±18	1.9	±0.5	
Enlisted	99	±1	67	15	9	4	6	±6	1.7	±0.2	
E1 – E4	99	±2	64	16	10	3	7	±8	1.7	±0.2	
E5 – E9	100	±1	72	12	7	6	3	±6	1.6	±0.2	
Officers	100	±1	86	8	4	1	1	±4	1.2	±0.1	
ANG	100	±1	74	13	8	2	2	±3	1.5	±0.1	
White	100	±1	74	14	7	3	2	±3	1.5	±0.1	
Total Minority	100	±1	76	11	9	2	3	±3	1.5	±0.1	
Black	99	±1	79	8	9	2	2	±4	1.4	±0.1	
Hispanic	100	±1	74	10	11	2	3	±5	1.5	±0.2	
Other Race/Ethnicity	100	±1	74	14	7	3	3	±6	1.5	±0.2	
Enlisted	100	±1	73	13	8	3	2	±3	1.5	±0.1	
E1 – E4	100	±1	78	10	9	1	2	±6	1.4	±0.1	
E5 – E9	100	±1	71	15	8	3	3	±3	1.5	±0.1	
Officers	100	±1	81	13	2	1	3	±5	1.3	±0.1	
USAFR	99	±1	80	10	6	2	2	±3	1.4	±0.1	
White	100	±1	82	9	6	1	2	±4	1.3	±0.1	
Total Minority	99	±1	76	12	6	2	3	±3	1.4	±0.1	
Black	100	±1	76	11	5	3	4	±5	1.5	±0.1	
Hispanic	100	±1	78	13	7	1	1	±6	1.4	±0.1	
Other Race/Ethnicity	99	±1	75	14	8	2	2	±7	1.4	±0.1	
Enlisted	99	±1	79	11	6	2	3	±3	1.4	±0.1	
E1 – E4	99	±2	83	9	5	1	3	±5	1.3	±0.1	
E5 – E9	100	±1	77	11	7	2	3	±4	1.4	±0.1	
Officers	100	±1	83	9	6	1	0	±6	1.3	±0.1	
USCGR	99	±1	81	11	5	2	1	±4	1.3	±0.1	
White	99	±1	83	10	5	1	0	±5	1.3	±0.1	
Total Minority	99	±1	75	15	6	2	2	±7	1.4	±0.2	
Black	100	±0	69	15	4	8	4	±22	1.6	±0.4	
Hispanic	99	±1	80	11	8	0	2	±9	1.3	±0.2	
Other Race/Ethnicity	99	±2	69	24	4	2	1	±14	1.4	±0.2	
Enlisted	99	±1	80	12	6	2	0	±5	1.3	±0.1	
E1 – E4	99	±2	74	14	8	4	1	±8	1.4	±0.2	
E5 – E9	100	±1	83	11	5	1	0	±5	1.2	±0.1	
Officers	99	±1	89	6	2	1	1	±5	1.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.

**48. How often during the past 12 months have you had experiences where military coworkers or military supervisors...
f. Yelled when they were angry with you?**

1. Never
4. Often

2. Once or twice
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
TOTAL DOD	99	±1	70	16	9	3	2	±2	1.5	±0.1	
Enlisted	99	±1	68	17	9	3	3	±2	1.5	±0.1	
E1 – E4	99	±1	65	18	11	3	3	±4	1.6	±0.1	
E5 – E9	99	±1	71	17	7	3	2	±2	1.5	±0.1	
Officers	99	±1	80	12	5	1	2	±3	1.3	±0.1	
O1 – O3	99	±2	77	13	6	1	2	±5	1.4	±0.1	
O4 – O6	100	±1	84	10	4	1	1	±3	1.3	±0.1	
Male	99	±1	70	17	9	2	2	±2	1.5	±0.1	
Female	99	±1	70	15	8	4	3	±4	1.5	±0.1	
White	99	±1	70	17	8	2	2	±3	1.5	±0.1	
Total Minority	99	±1	70	15	9	3	3	±2	1.5	±0.1	
Black	99	±1	71	14	9	3	3	±3	1.5	±0.1	
Hispanic	99	±2	70	15	9	3	3	±3	1.5	±0.1	
AIAN	99	±1	79	8	9	2	2	±9	1.4	±0.2	
Asian	100	±1	71	15	9	2	2	±4	1.5	±0.1	
NHPI	100	±1	65	15	13	3	3	±12	1.6	±0.3	
Two or More Races	98	±2	59	21	9	3	8	±9	1.8	±0.3	
AGR/FTS/AR	100	±1	70	17	8	3	3	±3	1.5	±0.1	
Other Selected Reserve	99	±1	70	16	9	3	2	±2	1.5	±0.1	
Reserve Unit	99	±1	70	17	9	3	2	±2	1.5	±0.1	
Military Technician	99	±1	72	16	7	3	3	±4	1.5	±0.1	
IMA	99	±1	89	6	3	1	1	±2	1.2	±0.1	
Not Activated Past 12 Months	99	±1	73	15	8	2	2	±2	1.5	±0.1	
Activated Past 12 Months	100	±1	62	20	12	3	3	±4	1.7	±0.1	
Not Deployed Past 12 Months	99	±1	73	16	8	2	2	±2	1.5	±0.1	
Deployed Past 12 Months	100	±1	55	22	15	5	4	±5	1.8	±0.1	
ARNG	99	±1	65	19	10	3	3	±3	1.6	±0.1	
White	100	±1	65	19	10	3	2	±4	1.6	±0.1	
Total Minority	99	±2	65	17	10	4	3	±4	1.6	±0.1	
Black	100	±1	65	18	9	4	4	±5	1.6	±0.2	
Hispanic	98	±3	68	15	10	4	2	±6	1.6	±0.2	
Other Race/Ethnicity	99	±2	60	19	12	4	4	±9	1.7	±0.2	
Enlisted	99	±1	63	20	11	4	3	±4	1.6	±0.1	
E1 – E4	99	±2	63	20	12	3	3	±6	1.6	±0.2	
E5 – E9	99	±1	64	20	9	4	3	±4	1.6	±0.1	
Officers	100	±1	76	13	7	2	2	±5	1.4	±0.1	
USAR	99	±1	70	16	9	2	3	±4	1.5	±0.1	
White	99	±1	70	17	9	2	2	±6	1.5	±0.1	
Total Minority	99	±1	70	14	9	3	4	±3	1.6	±0.1	
Black	99	±1	73	12	9	3	3	±4	1.5	±0.1	
Hispanic	100	±0	69	15	9	4	3	±5	1.6	±0.2	
Other Race/Ethnicity	99	±2	66	16	10	1	7	±9	1.7	±0.3	
Enlisted	99	±1	68	17	10	2	3	±4	1.6	±0.1	
E1 – E4	100	±1	65	17	12	2	4	±6	1.6	±0.2	
E5 – E9	99	±1	72	16	7	2	3	±4	1.5	±0.1	
Officers	98	±2	78	12	6	2	3	±6	1.4	±0.2	

Note. Percent responding are Reserve component members who answered the question.

48f. Continued	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
USNR	100	±1	77	13	8	1	1	±3	1.4	±0.1	
White	99	±1	80	13	5	1	1	±5	1.3	±0.1	
Total Minority	100	±1	73	13	11	1	2	±4	1.5	±0.1	
Black	100	±1	72	14	11	1	2	±5	1.5	±0.1	
Hispanic	100	±1	75	11	11	1	2	±6	1.4	±0.2	
Other Race/Ethnicity	100	±1	70	15	9	2	3	±7	1.5	±0.2	
Enlisted	100	±1	75	14	9	1	2	±4	1.4	±0.1	
E1 – E4	100	±0	75	11	11	1	2	±7	1.4	±0.2	
E5 – E9	99	±1	74	15	8	1	2	±5	1.4	±0.1	
Officers	99	±1	86	10	3	1	0	±5	1.2	±0.1	
USMCR	99	±1	57	24	10	4	4	±5	1.7	±0.2	
White	100	±1	58	24	10	4	4	±7	1.7	±0.2	
Total Minority	98	±3	56	24	11	4	5	±6	1.8	±0.2	
Black	95	±10	66	16	9	3	5	±9	1.6	±0.2	
Hispanic	99	±1	54	27	11	3	5	±9	1.8	±0.2	
Other Race/Ethnicity	99	±2	49	26	11	11	5	±17	2.0	±0.4	
Enlisted	99	±1	54	26	11	4	5	±6	1.8	±0.2	
E1 – E4	99	±2	49	28	13	4	6	±8	1.9	±0.2	
E5 – E9	100	±1	65	20	8	5	2	±6	1.6	±0.2	
Officers	100	±1	83	11	4	1	1	±4	1.3	±0.1	
ANG	100	±1	79	13	5	2	2	±2	1.3	±0.1	
White	99	±1	78	14	5	2	1	±3	1.3	±0.1	
Total Minority	100	±1	79	12	6	2	2	±3	1.4	±0.1	
Black	100	±1	84	8	6	1	2	±4	1.3	±0.1	
Hispanic	100	±1	75	15	6	2	2	±6	1.4	±0.1	
Other Race/Ethnicity	100	±0	79	11	6	2	3	±6	1.4	±0.2	
Enlisted	99	±1	78	14	6	2	2	±3	1.4	±0.1	
E1 – E4	100	±1	80	12	6	1	2	±6	1.3	±0.1	
E5 – E9	99	±1	77	14	5	2	2	±3	1.4	±0.1	
Officers	100	±1	85	10	3	0	1	±5	1.2	±0.1	
USAFR	99	±1	83	9	5	1	2	±3	1.3	±0.1	
White	99	±1	84	9	4	1	2	±4	1.3	±0.1	
Total Minority	99	±1	82	10	6	1	2	±3	1.3	±0.1	
Black	99	±1	81	9	6	1	3	±4	1.4	±0.1	
Hispanic	100	±1	82	10	6	1	1	±5	1.3	±0.1	
Other Race/Ethnicity	99	±2	82	12	4	1	1	±7	1.3	±0.1	
Enlisted	99	±1	82	9	5	1	2	±3	1.3	±0.1	
E1 – E4	100	±1	81	10	6	1	2	±5	1.3	±0.1	
E5 – E9	99	±1	82	9	5	1	2	±3	1.3	±0.1	
Officers	100	±1	89	8	2	0	1	±5	1.2	±0.1	
USCGR	99	±1	86	8	5	0	1	±4	1.2	±0.1	
White	99	±1	88	7	5	0	1	±4	1.2	±0.1	
Total Minority	99	±1	81	11	6	1	1	±6	1.3	±0.1	
Black	98	±4	76	15	2	2	4	±15	1.4	±0.3	
Hispanic	99	±1	85	8	6	1	1	±8	1.2	±0.2	
Other Race/Ethnicity	100	±0	77	14	9	0	1	±14	1.3	±0.2	
Enlisted	99	±1	85	8	6	0	1	±4	1.2	±0.1	
E1 – E4	99	±2	85	7	7	0	1	±7	1.3	±0.2	
E5 – E9	99	±1	86	9	5	0	1	±5	1.2	±0.1	
Officers	99	±2	90	6	3	0	1	±4	1.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.

48. Workplace Hostility scale: Constructed from Q48. Workplace Hostility can be defined as the degree to which people in the workplace act in an angry or hostile manner toward personnel.















































	Percent Responding		Mean	Max ME	Workplace Hostility
TOTAL DOD	97	±1	1.7	±0.1	
Enlisted	97	±1	1.8	±0.1	
E1 – E4	97	±2	1.7	±0.1	
E5 – E9	96	±1	1.8	±0.1	
Officers	97	±2	1.6	±0.1	
O1 – O3	97	±2	1.6	±0.1	
O4 – O6	97	±2	1.6	±0.1	
Male	97	±1	1.7	±0.1	
Female	97	±1	1.9	±0.1	
White	97	±1	1.7	±0.1	
Total Minority	96	±1	1.8	±0.1	
Black	96	±1	1.7	±0.1	
Hispanic	95	±2	1.8	±0.1	
AIAN	98	±2	1.9	±0.4	
Asian	97	±2	1.7	±0.1	
NHPI	97	±3	1.8	±0.2	
Two or More Races	98	±2	2.0	±0.3	
AGR/FTS/AR	96	±2	1.9	±0.1	
Other Selected Reserve	97	±1	1.7	±0.1	
Reserve Unit	97	±1	1.7	±0.1	
Military Technician	96	±2	1.8	±0.1	
IMA	96	±2	1.4	±0.1	
Not Activated Past 12 Months	97	±1	1.7	±0.1	
Activated Past 12 Months	97	±1	1.9	±0.1	
Not Deployed Past 12 Months	97	±1	1.7	±0.1	
Deployed Past 12 Months	97	±1	2.0	±0.1	
ARNG	97	±1	1.8	±0.1	
White	97	±2	1.8	±0.1	
Total Minority	96	±2	1.8	±0.1	
Black	97	±2	1.8	±0.1	
Hispanic	95	±3	1.8	±0.2	
Other Race/Ethnicity	98	±2	1.9	±0.2	
Enlisted	97	±2	1.8	±0.1	
E1 – E4	97	±2	1.8	±0.1	
E5 – E9	96	±2	1.9	±0.1	
Officers	98	±2	1.7	±0.1	
USAR	96	±2	1.8	±0.1	
White	97	±2	1.8	±0.1	
Total Minority	95	±2	1.8	±0.1	
Black	94	±2	1.8	±0.1	
Hispanic	95	±4	1.9	±0.1	
Other Race/Ethnicity	97	±2	2.0	±0.3	
Enlisted	97	±2	1.8	±0.1	
E1 – E4	98	±2	1.9	±0.2	
E5 – E9	95	±2	1.8	±0.1	
Officers	93	±4	1.7	±0.1	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. Higher scores indicate greater frequency of hostile workplace behaviors. The overall Cronbach's alpha = 0.89 (White = 0.88, Black = 0.89, Hispanic = 0.88, and Other Race/Ethnicity = 0.90). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.



















































48. Continued	Percent Responding		Mean	Max ME	Workplace Hostility
USNR	97	±2	1.6	±0.1	
White	97	±2	1.5	±0.1	
Total Minority	97	±1	1.7	±0.1	
Black	95	±2	1.6	±0.1	
Hispanic	98	±2	1.7	±0.1	
Other Race/Ethnicity	98	±2	1.8	±0.2	
Enlisted	97	±2	1.6	±0.1	
E1 – E4	98	±2	1.6	±0.2	
E5 – E9	96	±2	1.7	±0.1	
Officers	98	±2	1.4	±0.1	
USMCR	97	±2	1.8	±0.1	
White	99	±2	1.7	±0.2	
Total Minority	94	±4	1.8	±0.2	
Black	92	±10	1.7	±0.2	
Hispanic	93	±5	1.8	±0.2	
Other Race/Ethnicity	99	±2	2.0	±0.4	
Enlisted	97	±2	1.8	±0.2	
E1 – E4	97	±3	1.8	±0.2	
E5 – E9	98	±2	1.8	±0.1	
Officers	98	±2	1.4	±0.1	
ANG	97	±1	1.6	±0.1	
White	97	±1	1.6	±0.1	
Total Minority	97	±1	1.6	±0.1	
Black	96	±2	1.6	±0.1	
Hispanic	97	±2	1.7	±0.1	
Other Race/Ethnicity	98	±1	1.6	±0.1	
Enlisted	97	±1	1.7	±0.1	
E1 – E4	99	±2	1.5	±0.1	
E5 – E9	97	±1	1.7	±0.1	
Officers	96	±3	1.5	±0.1	
USAFR	96	±2	1.6	±0.1	
White	97	±2	1.5	±0.1	
Total Minority	96	±2	1.6	±0.1	
Black	95	±2	1.7	±0.1	
Hispanic	98	±2	1.6	±0.1	
Other Race/Ethnicity	94	±4	1.6	±0.1	
Enlisted	96	±2	1.6	±0.1	
E1 – E4	98	±2	1.5	±0.1	
E5 – E9	95	±2	1.6	±0.1	
Officers	97	±2	1.5	±0.1	
USCGR	98	±2	1.5	±0.1	
White	98	±2	1.4	±0.1	
Total Minority	98	±2	1.6	±0.2	
Black	98	±4	1.7	±0.3	
Hispanic	98	±2	1.5	±0.2	
Other Race/Ethnicity	98	±3	1.7	±0.3	
Enlisted	98	±2	1.5	±0.1	
E1 – E4	98	±3	1.5	±0.1	
E5 – E9	98	±2	1.5	±0.1	
Officers	98	±2	1.4	±0.1	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 5. Higher scores indicate greater frequency of hostile workplace behaviors. The overall Cronbach's alpha = 0.89 (White = 0.88, Black = 0.89, Hispanic = 0.88, and Other Race/Ethnicity = 0.90). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

49. In your opinion, have you had a formal and/or informal mentor who advised you on your military career?















































	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	100	±1	65	±2	
Enlisted	100	±1	64	±2	
E1 – E4	100	±1	63	±4	
E5 – E9	100	±1	65	±2	
Officers	100	±1	67	±3	
O1 – O3	100	±1	68	±5	
O4 – O6	100	±1	67	±4	
Male	100	±1	65	±2	
Female	100	±1	64	±4	
White	100	±1	67	±3	
Total Minority	100	±1	60	±2	
Black	100	±1	60	±3	
Hispanic	100	±1	60	±4	
AIAN	100	±0	67	±11	
Asian	100	±1	61	±5	
NHPI	100	±0	55	±13	
Two or More Races	100	±1	62	±8	
AGR/FTS/AR	100	±1	69	±4	
Other Selected Reserve	100	±1	64	±2	
Reserve Unit	100	±1	64	±2	
Military Technician	100	±1	66	±4	
IMA	100	±1	66	±3	
Not Activated Past 12 Months	100	±1	65	±2	
Activated Past 12 Months	100	±1	64	±4	
Not Deployed Past 12 Months	100	±1	65	±2	
Deployed Past 12 Months	100	±1	61	±5	
ARNG	100	±1	63	±3	
White	100	±1	66	±4	
Total Minority	100	±1	56	±4	
Black	99	±1	56	±5	
Hispanic	100	±0	60	±7	
Other Race/Ethnicity	100	±0	52	±8	
Enlisted	100	±1	62	±4	
E1 – E4	100	±1	60	±6	
E5 – E9	100	±1	63	±4	
Officers	100	±1	72	±5	
USAR	100	±1	62	±3	
White	100	±0	65	±5	
Total Minority	100	±1	59	±3	
Black	100	±0	59	±5	
Hispanic	100	±1	55	±5	
Other Race/Ethnicity	100	±1	64	±8	
Enlisted	100	±1	63	±4	
E1 – E4	100	±1	61	±6	
E5 – E9	100	±1	65	±4	
Officers	100	±0	58	±6	

Note. Percent responding are Reserve component members who answered the question.



















































49. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
USNR	100	±1	71	±4	
White	100	±1	73	±5	
Total Minority	100	±1	68	±4	
Black	100	±0	69	±5	
Hispanic	100	±0	63	±7	
Other Race/Ethnicity	100	±1	72	±6	
Enlisted	100	±1	70	±4	
E1 – E4	100	±1	67	±8	
E5 – E9	100	±1	72	±5	
Officers	100	±0	72	±6	
USMCR	100	±1	69	±5	
White	100	±0	71	±7	
Total Minority	100	±1	65	±7	
Black	100	±0	68	±12	
Hispanic	100	±1	66	±9	
Other Race/Ethnicity	100	±0	57	±13	
Enlisted	100	±1	70	±6	
E1 – E4	100	±0	70	±7	
E5 – E9	100	±1	69	±6	
Officers	100	±0	61	±5	
ANG	100	±1	67	±3	
White	100	±1	68	±3	
Total Minority	100	±1	66	±3	
Black	100	±1	67	±5	
Hispanic	100	±0	64	±6	
Other Race/Ethnicity	100	±1	67	±6	
Enlisted	100	±1	68	±3	
E1 – E4	100	±1	73	±6	
E5 – E9	100	±1	66	±3	
Officers	100	±1	64	±6	
USAFR	100	±1	68	±3	
White	100	±1	69	±4	
Total Minority	100	±1	66	±4	
Black	100	±1	66	±5	
Hispanic	100	±1	64	±7	
Other Race/Ethnicity	100	±0	70	±6	
Enlisted	100	±1	68	±3	
E1 – E4	100	±0	68	±6	
E5 – E9	100	±1	67	±4	
Officers	100	±1	70	±6	
USCGR	100	±1	70	±4	
White	100	±1	72	±5	
Total Minority	100	±0	63	±7	
Black	100	±0	51	±16	
Hispanic	100	±0	65	±9	
Other Race/Ethnicity	100	±0	66	±13	
Enlisted	100	±1	70	±5	
E1 – E4	99	±1	65	±8	
E5 – E9	100	±0	73	±6	
Officers	100	±1	67	±6	

Note. Percent responding are Reserve component members who answered the question.

50. Did you have a mentor advise you on the long-term promotion implications of your initial career path decisions?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	64	±2	76	±2	
Enlisted	64	±2	76	±2	
E1 – E4	63	±4	75	±4	
E5 – E9	65	±2	77	±2	
Officers	67	±3	76	±4	
O1 – O3	68	±5	75	±6	
O4 – O6	67	±4	77	±4	
Male	64	±2	76	±2	
Female	64	±4	75	±4	
White	67	±3	75	±3	
Total Minority	60	±2	77	±2	
Black	60	±3	78	±3	
Hispanic	60	±3	78	±3	
AIAN	67	±10	82	±10	
Asian	61	±5	77	±4	
NHPI	55	±13	87	±6	
Two or More Races	62	±8	65	±10	
AGR/FTS/AR	69	±3	79	±4	
Other Selected Reserve	64	±2	75	±2	
Reserve Unit	64	±2	76	±2	
Military Technician	66	±4	77	±5	
IMA	65	±3	75	±3	
Not Activated Past 12 Months	65	±2	76	±2	
Activated Past 12 Months	63	±4	75	±4	
Not Deployed Past 12 Months	65	±2	76	±2	
Deployed Past 12 Months	61	±5	73	±5	
ARNG	63	±3	77	±4	
White	65	±4	76	±5	
Total Minority	56	±4	78	±4	
Black	55	±5	78	±6	
Hispanic	60	±7	81	±5	
Other Race/Ethnicity	52	±8	74	±8	
Enlisted	61	±4	76	±4	
E1 – E4	60	±6	75	±7	
E5 – E9	63	±4	77	±5	
Officers	72	±5	78	±6	
USAR	62	±3	71	±4	
White	65	±5	69	±7	
Total Minority	59	±3	74	±4	
Black	59	±4	76	±5	
Hispanic	54	±5	72	±7	
Other Race/Ethnicity	64	±8	75	±10	
Enlisted	63	±4	72	±5	
E1 – E4	61	±6	71	±8	
E5 – E9	65	±4	72	±5	
Officers	58	±6	69	±8	

Note. Percent responding are Reserve component members who answered the question and who had at least one mentor (Q49).

50. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
USNR	71	±3	81	±4	
White	73	±5	82	±5	
Total Minority	67	±4	79	±5	
Black	69	±5	83	±5	
Hispanic	63	±6	77	±8	
Other Race/Ethnicity	71	±6	77	±10	
Enlisted	70	±4	81	±5	
E1 – E4	66	±8	84	±7	
E5 – E9	71	±5	80	±5	
Officers	72	±5	81	±6	
USMCR	69	±5	78	±6	
White	71	±6	79	±8	
Total Minority	65	±6	78	±6	
Black	68	±12	77	±9	
Hispanic	66	±9	83	±6	
Other Race/Ethnicity	57	±13	62	±17	
Enlisted	69	±5	79	±6	
E1 – E4	70	±7	78	±8	
E5 – E9	69	±6	81	±5	
Officers	61	±5	76	±5	
ANG	67	±3	78	±3	
White	67	±3	79	±4	
Total Minority	65	±3	77	±4	
Black	66	±4	78	±5	
Hispanic	64	±6	79	±7	
Other Race/Ethnicity	66	±6	74	±9	
Enlisted	67	±3	79	±3	
E1 – E4	73	±6	81	±6	
E5 – E9	65	±3	78	±4	
Officers	64	±6	76	±7	
USAFR	68	±3	75	±4	
White	69	±4	75	±5	
Total Minority	66	±4	76	±4	
Black	66	±5	78	±5	
Hispanic	63	±7	73	±9	
Other Race/Ethnicity	70	±6	76	±7	
Enlisted	67	±3	75	±4	
E1 – E4	68	±6	71	±7	
E5 – E9	67	±4	76	±5	
Officers	69	±6	79	±6	
USCGR	69	±4	78	±5	
White	72	±5	79	±6	
Total Minority	63	±7	77	±9	
Black	51	±16	91	±16	
Hispanic	65	±9	79	±11	
Other Race/Ethnicity	66	±12	68	±17	
Enlisted	70	±5	78	±6	
E1 – E4	65	±8	76	±10	
E5 – E9	72	±6	79	±7	
Officers	67	±6	79	±7	

Note. Percent responding are Reserve component members who answered the question and who had at least one mentor (Q49).

51. Did you have a mentor who...

a. Advised you on opportunities available in the Reserve?

b. Explained how the Reserve differs from active duty (e.g., geographic distribution of billets, knowledge of the force structure, and promotion systems)?

	Percent Responding		Percentages		Max ME
			a	b	
TOTAL DOD	64	±2	77	73	±2
Enlisted	64	±2	78	75	±2
E1 – E4	63	±4	81	78	±4
E5 – E9	65	±2	76	72	±2
Officers	67	±3	72	66	±4
O1 – O3	68	±5	74	67	±6
O4 – O6	67	±4	71	68	±4
Male	65	±2	78	74	±2
Female	64	±4	75	69	±4
White	67	±3	78	74	±3
Total Minority	60	±2	75	72	±2
Black	60	±3	76	72	±3
Hispanic	60	±3	75	73	±4
AIAN	67	±10	68	64	±20
Asian	61	±5	77	76	±4
NHPI	55	±13	83	81	±14
Two or More Races	62	±8	68	65	±10
AGR/FTS/AR	69	±3	70	69	±4
Other Selected Reserve	64	±2	78	74	±2
Reserve Unit	64	±2	78	74	±2
Military Technician	66	±4	76	73	±5
IMA	65	±3	72	65	±3
Not Activated Past 12 Months	65	±2	77	74	±2
Activated Past 12 Months	64	±4	77	73	±4
Not Deployed Past 12 Months	65	±2	77	74	±2
Deployed Past 12 Months	61	±5	76	71	±5
ARNG	63	±3	77	74	±4
White	66	±4	78	75	±5
Total Minority	56	±4	75	73	±4
Black	55	±5	77	72	±6
Hispanic	60	±7	75	75	±7
Other Race/Ethnicity	52	±8	68	72	±9
Enlisted	62	±4	78	76	±4
E1 – E4	60	±6	80	78	±7
E5 – E9	63	±4	77	74	±4
Officers	72	±5	71	64	±7
USAR	62	±3	77	73	±4
White	65	±5	79	74	±6
Total Minority	59	±3	75	70	±4
Black	59	±4	75	72	±5
Hispanic	55	±5	73	67	±8
Other Race/Ethnicity	64	±8	75	70	±12
Enlisted	63	±4	79	74	±5
E1 – E4	61	±6	82	75	±8
E5 – E9	65	±4	76	73	±5
Officers	58	±6	68	64	±8

Note. Percent responding are Reserve component members who answered the question and who had at least one mentor (Q49).

51. Continued	Percent Responding		Percentages		Max ME
			a	b	
USNR	70	±3	78	71	±4
White	72	±5	80	71	±6
Total Minority	68	±4	75	71	±4
Black	69	±5	78	70	±6
Hispanic	63	±6	75	74	±8
Other Race/Ethnicity	72	±6	73	68	±10
Enlisted	70	±4	78	70	±5
E1 – E4	67	±8	84	78	±9
E5 – E9	71	±5	76	68	±6
Officers	72	±5	80	73	±7
USMCR	69	±5	79	79	±5
White	71	±6	81	79	±8
Total Minority	65	±6	76	80	±7
Black	68	±12	73	76	±9
Hispanic	66	±9	76	81	±10
Other Race/Ethnicity	57	±13	79	82	±10
Enlisted	70	±5	80	80	±6
E1 – E4	70	±7	80	81	±8
E5 – E9	69	±6	79	78	±5
Officers	61	±5	74	69	±6
ANG	67	±3	74	71	±3
White	68	±3	74	71	±4
Total Minority	66	±3	75	71	±4
Black	67	±4	72	69	±5
Hispanic	64	±6	77	73	±8
Other Race/Ethnicity	66	±6	75	70	±8
Enlisted	68	±3	75	72	±3
E1 – E4	73	±6	83	83	±6
E5 – E9	66	±3	72	68	±4
Officers	64	±6	69	66	±7
USAFR	68	±3	79	75	±3
White	69	±4	80	76	±5
Total Minority	66	±4	77	71	±4
Black	66	±5	79	72	±6
Hispanic	63	±7	74	73	±8
Other Race/Ethnicity	70	±6	77	68	±8
Enlisted	67	±3	79	75	±4
E1 – E4	68	±6	80	77	±6
E5 – E9	67	±4	79	74	±5
Officers	70	±6	79	74	±6
USCGR	69	±4	83	77	±5
White	72	±5	83	77	±6
Total Minority	63	±7	84	80	±7
Black	51	±16	92	86	±18
Hispanic	64	±9	79	80	±11
Other Race/Ethnicity	66	±12	88	79	±11
Enlisted	70	±5	84	79	±5
E1 – E4	65	±8	86	80	±9
E5 – E9	73	±6	83	78	±7
Officers	67	±6	81	71	±7

Note. Percent responding are Reserve component members who answered the question and who had at least one mentor (Q49).

52. What race/ethnicity is your most effective military mentor?

a. White

b. Black

	Percent Responding		Percentages		Max ME
			a	b	
TOTAL DOD	64	±2	71	17	±2
Enlisted	64	±2	68	18	±2
E1 – E4	63	±4	66	17	±4
E5 – E9	65	±2	70	19	±2
Officers	66	±3	83	10	±3
O1 – O3	68	±5	82	12	±5
O4 – O6	67	±4	83	9	±4
Male	64	±2	72	15	±2
Female	64	±4	64	22	±4
White	67	±3	83	9	±3
Total Minority	60	±2	44	34	±3
Black	60	±3	34	61	±3
Hispanic	59	±3	50	13	±4
AIAN	67	±10	58	24	±23
Asian	60	±5	48	14	±4
NHPI	55	±13	25	17	±20
Two or More Races	62	±8	58	22	±9
AGR/FTS/AR	69	±3	69	20	±4
Other Selected Reserve	64	±2	71	16	±2
Reserve Unit	64	±2	71	16	±2
Military Technician	65	±4	77	14	±4
IMA	65	±3	76	12	±3
Not Activated Past 12 Months	65	±2	72	16	±2
Activated Past 12 Months	63	±4	67	17	±4
Not Deployed Past 12 Months	65	±2	71	17	±2
Deployed Past 12 Months	61	±5	70	15	±5
ARNG	63	±3	76	14	±3
White	66	±4	86	8	±4
Total Minority	56	±4	47	31	±5
Black	55	±5	35	61	±7
Hispanic	60	±7	53	9	±9
Other Race/Ethnicity	52	±8	55	18	±9
Enlisted	61	±4	74	16	±4
E1 – E4	60	±6	72	15	±6
E5 – E9	63	±4	76	16	±4
Officers	72	±5	85	7	±5
USAR	62	±3	59	25	±4
White	64	±5	75	13	±6
Total Minority	59	±3	36	42	±4
Black	59	±4	28	68	±6
Hispanic	55	±5	42	16	±7
Other Race/Ethnicity	64	±8	44	23	±11
Enlisted	63	±4	56	25	±5
E1 – E4	61	±6	55	22	±8
E5 – E9	65	±4	57	29	±5
Officers	57	±6	71	22	±7

Note. Percent responding are Reserve component members who answered the question and who had at least one mentor (Q49). Respondents who selected "Don't know" and one of the race categories are included in the calculation of "More than one race."

52. Continued	Percent Responding		Percentages		Max ME
			a	b	
USNR	70	±3	71	16	±4
White	72	±5	85	7	±5
Total Minority	67	±4	48	31	±4
Black	69	±5	36	52	±6
Hispanic	63	±6	54	17	±7
Other Race/Ethnicity	71	±6	57	21	±12
Enlisted	70	±4	65	20	±4
E1 – E4	67	±8	56	20	±9
E5 – E9	71	±5	68	20	±5
Officers	71	±5	91	4	±4
USMCR	68	±5	67	11	±6
White	71	±6	78	5	±8
Total Minority	64	±6	47	21	±7
Black	68	±12	36	49	±10
Hispanic	65	±9	48	12	±11
Other Race/Ethnicity	57	±13	59	11	±13
Enlisted	69	±5	66	11	±6
E1 – E4	70	±7	66	9	±8
E5 – E9	68	±6	66	15	±6
Officers	61	±5	84	9	±5
ANG	67	±3	77	11	±3
White	67	±3	86	6	±3
Total Minority	66	±3	49	26	±4
Black	67	±4	46	51	±6
Hispanic	64	±6	50	11	±8
Other Race/Ethnicity	66	±6	51	14	±8
Enlisted	67	±3	75	12	±3
E1 – E4	73	±6	78	12	±6
E5 – E9	65	±3	75	11	±3
Officers	64	±6	90	6	±5
USAFR	67	±3	70	19	±3
White	68	±4	81	10	±4
Total Minority	65	±4	47	35	±4
Black	66	±5	39	57	±6
Hispanic	62	±7	55	20	±8
Other Race/Ethnicity	69	±6	52	15	±8
Enlisted	66	±3	66	22	±4
E1 – E4	67	±6	64	22	±7
E5 – E9	66	±4	66	22	±5
Officers	70	±6	84	5	±5
USCGR	69	±4	85	4	±4
White	71	±5	89	2	±5
Total Minority	63	±7	71	10	±7
Black	51	±16	60	39	±20
Hispanic	65	±9	73	5	±10
Other Race/Ethnicity	66	±12	72	7	±16
Enlisted	69	±5	84	4	±5
E1 – E4	65	±8	84	5	±8
E5 – E9	72	±6	85	3	±6
Officers	66	±6	86	6	±6

Note. Percent responding are Reserve component members who answered the question and who had at least one mentor (Q49). Respondents who selected "Don't know" and one of the race categories are included in the calculation of "More than one race."

53. What is the gender of your most effective military mentor?

1. Male

2. Female

	Percent Responding		Percentages		Max ME
			1	2	
TOTAL DOD	64	±2	89	11	±2
Enlisted	64	±2	89	11	±2
E1 – E4	63	±4	90	10	±3
E5 – E9	65	±2	89	11	±2
Officers	66	±3	87	13	±3
O1 – O3	68	±5	86	14	±5
O4 – O6	67	±4	88	12	±3
Male	64	±2	93	7	±2
Female	64	±4	70	30	±4
White	67	±3	91	9	±2
Total Minority	60	±2	84	16	±2
Black	60	±3	79	21	±3
Hispanic	59	±3	89	11	±2
AIAN	67	±10	84	16	±16
Asian	60	±5	85	15	±3
NHPI	55	±13	77	23	±15
Two or More Races	61	±8	84	16	±7
AGR/FTS/AR	69	±3	87	13	±3
Other Selected Reserve	64	±2	89	11	±2
Reserve Unit	64	±2	89	11	±2
Military Technician	65	±4	89	11	±3
IMA	65	±3	84	16	±3
Not Activated Past 12 Months	65	±2	89	11	±2
Activated Past 12 Months	63	±4	89	11	±3
Not Deployed Past 12 Months	65	±2	88	12	±2
Deployed Past 12 Months	61	±5	91	9	±3
ARNG	63	±3	92	8	±2
White	66	±4	94	6	±3
Total Minority	56	±4	87	13	±3
Black	55	±5	82	18	±6
Hispanic	60	±7	92	8	±4
Other Race/Ethnicity	51	±8	85	15	±9
Enlisted	61	±4	92	8	±3
E1 – E4	60	±6	91	9	±5
E5 – E9	63	±4	93	7	±3
Officers	72	±5	92	8	±4
USAR	62	±3	87	13	±3
White	65	±5	89	11	±5
Total Minority	58	±3	83	17	±3
Black	59	±4	77	23	±5
Hispanic	54	±5	90	10	±4
Other Race/Ethnicity	64	±8	84	16	±8
Enlisted	63	±4	87	13	±4
E1 – E4	61	±6	88	12	±6
E5 – E9	65	±4	86	14	±4
Officers	58	±6	84	16	±7

Note. Percent responding are Reserve component members who answered the question and who had at least one mentor (Q49).

53. Continued	Percent Responding		Percentages		Max ME
			1	2	
USNR	70	±3	85	15	±3
White	72	±5	88	12	±5
Total Minority	67	±4	79	21	±4
Black	68	±5	76	24	±5
Hispanic	63	±6	81	19	±6
Other Race/Ethnicity	71	±6	80	20	±9
Enlisted	70	±4	84	16	±4
E1 – E4	66	±8	84	16	±7
E5 – E9	71	±5	85	15	±4
Officers	71	±5	86	14	±6
USMCR	69	±5	97	3	±3
White	71	±6	97	3	±5
Total Minority	64	±6	95	5	±3
Black	68	±12	92	8	±7
Hispanic	66	±9	98	2	±3
Other Race/Ethnicity	57	±13	94	6	±7
Enlisted	69	±5	97	3	±3
E1 – E4	70	±7	96	4	±5
E5 – E9	68	±6	97	3	±3
Officers	61	±5	96	4	±3
ANG	67	±3	87	13	±3
White	67	±3	87	13	±3
Total Minority	64	±3	84	16	±3
Black	66	±4	77	23	±5
Hispanic	62	±6	86	14	±6
Other Race/Ethnicity	65	±6	88	12	±4
Enlisted	67	±3	87	13	±3
E1 – E4	73	±6	87	13	±5
E5 – E9	65	±3	87	13	±3
Officers	64	±6	85	15	±6
USAFR	67	±3	83	17	±3
White	68	±4	87	13	±4
Total Minority	65	±4	74	26	±4
Black	66	±5	71	29	±6
Hispanic	62	±7	79	21	±7
Other Race/Ethnicity	69	±6	72	28	±8
Enlisted	67	±3	84	16	±3
E1 – E4	67	±6	83	17	±6
E5 – E9	66	±4	84	16	±4
Officers	69	±6	78	22	±7
USCGR	69	±4	91	9	±4
White	71	±5	91	9	±5
Total Minority	63	±7	90	10	±6
Black	51	±16	85	15	±19
Hispanic	65	±9	88	12	±9
Other Race/Ethnicity	66	±12	96	4	±6
Enlisted	69	±5	90	10	±4
E1 – E4	65	±8	90	10	±8
E5 – E9	72	±6	90	10	±6
Officers	67	±6	92	8	±5

Note. Percent responding are Reserve component members who answered the question and who had at least one mentor (Q49).

54. Are you proficient in a language other than English?















































	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	100	±1	21	±2	
Enlisted	100	±1	21	±2	
E1 – E4	100	±1	23	±3	
E5 – E9	100	±1	19	±2	
Officers	100	±1	19	±2	
O1 – O3	100	±1	21	±4	
O4 – O6	100	±1	18	±3	
Male	100	±1	21	±2	
Female	100	±1	21	±3	
White	100	±1	10	±2	
Total Minority	100	±1	41	±2	
Black	100	±1	15	±3	
Hispanic	100	±1	72	±3	
AIAN	100	±1	20	±9	
Asian	100	±1	61	±5	
NHPI	100	±0	33	±10	
Two or More Races	100	±1	20	±8	
AGR/FTS/AR	100	±1	16	±3	
Other Selected Reserve	100	±1	21	±2	
Reserve Unit	100	±1	21	±2	
Military Technician	100	±1	17	±4	
IMA	100	±1	22	±3	
Not Activated Past 12 Months	100	±1	20	±2	
Activated Past 12 Months	100	±1	23	±3	
Not Deployed Past 12 Months	100	±1	20	±2	
Deployed Past 12 Months	100	±1	24	±4	
ARNG	100	±1	20	±3	
White	100	±1	10	±3	
Total Minority	100	±1	43	±4	
Black	100	±0	16	±5	
Hispanic	100	±1	73	±7	
Other Race/Ethnicity	100	±1	37	±8	
Enlisted	100	±1	20	±3	
E1 – E4	100	±1	22	±5	
E5 – E9	100	±1	19	±3	
Officers	100	±1	17	±5	
USAR	100	±1	24	±3	
White	100	±1	11	±4	
Total Minority	100	±1	41	±3	
Black	100	±1	15	±4	
Hispanic	100	±0	76	±5	
Other Race/Ethnicity	100	±0	42	±7	
Enlisted	100	±1	25	±3	
E1 – E4	100	±0	26	±5	
E5 – E9	100	±1	23	±3	
Officers	100	±1	22	±5	

Note. Percent responding are Reserve component members who answered the question.

54. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
USNR	100	±1	26	±3	
White	100	±1	12	±4	
Total Minority	100	±1	47	±4	
Black	100	±1	18	±5	
Hispanic	100	±0	73	±6	
Other Race/Ethnicity	100	±0	49	±6	
Enlisted	100	±1	27	±3	
E1 – E4	100	±0	32	±7	
E5 – E9	100	±1	25	±4	
Officers	100	±0	24	±5	
USMCR	100	±1	28	±5	
White	100	±0	14	±6	
Total Minority	100	±1	54	±6	
Black	100	±0	18	±8	
Hispanic	100	±1	75	±8	
Other Race/Ethnicity	100	±0	35	±10	
Enlisted	100	±1	29	±5	
E1 – E4	100	±1	30	±7	
E5 – E9	100	±0	28	±6	
Officers	100	±0	17	±4	
ANG	100	±1	12	±2	
White	100	±1	6	±2	
Total Minority	100	±1	31	±3	
Black	100	±1	10	±4	
Hispanic	100	±1	57	±7	
Other Race/Ethnicity	100	±0	25	±6	
Enlisted	99	±1	12	±2	
E1 – E4	100	±0	14	±4	
E5 – E9	99	±1	11	±2	
Officers	100	±0	14	±5	
USAFR	100	±1	19	±3	
White	100	±1	10	±3	
Total Minority	100	±1	34	±3	
Black	100	±1	11	±4	
Hispanic	100	±1	67	±7	
Other Race/Ethnicity	100	±1	33	±6	
Enlisted	100	±1	19	±3	
E1 – E4	100	±1	19	±5	
E5 – E9	100	±1	19	±3	
Officers	100	±1	18	±5	
USCGR	100	±1	17	±3	
White	99	±1	8	±3	
Total Minority	100	±1	44	±7	
Black	100	±0	21	±15	
Hispanic	100	±1	57	±9	
Other Race/Ethnicity	100	±0	34	±12	
Enlisted	100	±1	16	±4	
E1 – E4	99	±1	20	±7	
E5 – E9	100	±1	14	±4	
Officers	99	±1	20	±6	

Note. Percent responding are Reserve component members who answered the question.

55. Have you received military-sponsored foreign language training during your military career?















































	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	100	±1	12	±2	
Enlisted	100	±1	12	±2	
E1 – E4	100	±1	9	±3	
E5 – E9	100	±1	14	±2	
Officers	100	±1	11	±2	
O1 – O3	100	±1	11	±4	
O4 – O6	100	±1	12	±3	
Male	100	±1	12	±2	
Female	100	±1	8	±3	
White	100	±1	12	±2	
Total Minority	100	±1	10	±2	
Black	100	±1	11	±2	
Hispanic	100	±1	11	±2	
AIAN	98	±5	10	±7	
Asian	100	±1	7	±2	
NHPI	100	±0	7	±11	
Two or More Races	100	±1	10	±6	
AGR/FTS/AR	100	±1	11	±3	
Other Selected Reserve	100	±1	12	±2	
Reserve Unit	100	±1	12	±2	
Military Technician	100	±1	9	±3	
IMA	100	±1	11	±2	
Not Activated Past 12 Months	100	±1	10	±2	
Activated Past 12 Months	100	±1	18	±3	
Not Deployed Past 12 Months	100	±1	10	±2	
Deployed Past 12 Months	100	±1	23	±5	
ARNG	100	±1	16	±3	
White	100	±1	17	±4	
Total Minority	100	±1	12	±2	
Black	100	±1	13	±4	
Hispanic	100	±0	13	±4	
Other Race/Ethnicity	100	±0	7	±3	
Enlisted	100	±1	16	±3	
E1 – E4	100	±0	11	±5	
E5 – E9	100	±1	20	±4	
Officers	99	±1	14	±5	
USAR	100	±1	14	±3	
White	100	±1	15	±4	
Total Minority	100	±1	13	±3	
Black	100	±1	13	±3	
Hispanic	100	±0	13	±5	
Other Race/Ethnicity	99	±2	14	±8	
Enlisted	100	±1	14	±3	
E1 – E4	100	±0	10	±5	
E5 – E9	100	±1	19	±4	
Officers	100	±1	13	±5	

Note. Percent responding are Reserve component members who answered the question.






























55. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
USNR	100	±1	6	±2	
White	100	±0	7	±3	
Total Minority	100	±1	3	±2	
Black	100	±1	3	±2	
Hispanic	100	±0	3	±3	
Other Race/Ethnicity	100	±1	4	±3	
Enlisted	100	±1	5	±3	
E1 – E4	100	±1	4	±6	
E5 – E9	100	±1	5	±3	
Officers	100	±0	9	±4	
USMCR	100	±1	13	±4	
White	99	±2	13	±5	
Total Minority	100	±0	12	±6	
Black	100	±0	7	±5	
Hispanic	100	±0	17	±9	
Other Race/Ethnicity	100	±0	6	±4	
Enlisted	100	±1	13	±4	
E1 – E4	99	±2	8	±6	
E5 – E9	100	±0	22	±6	
Officers	100	±0	14	±4	
ANG	100	±1	3	±1	
White	100	±1	3	±2	
Total Minority	100	±1	3	±2	
Black	100	±1	4	±2	
Hispanic	100	±1	1	±2	
Other Race/Ethnicity	99	±1	4	±6	
Enlisted	100	±1	3	±1	
E1 – E4	100	±1	2	±3	
E5 – E9	100	±1	3	±2	
Officers	100	±1	4	±3	
USAFR	100	±1	3	±2	
White	100	±1	4	±2	
Total Minority	100	±1	3	±2	
Black	100	±1	3	±2	
Hispanic	100	±1	2	±2	
Other Race/Ethnicity	100	±1	4	±6	
Enlisted	100	±1	2	±2	
E1 – E4	100	±0	3	±3	
E5 – E9	100	±1	2	±2	
Officers	100	±1	7	±4	
USCGR	100	±1	3	±2	
White	100	±1	3	±3	
Total Minority	100	±0	3	±3	
Black	100	±0	2	±10	
Hispanic	100	±0	5	±5	
Other Race/Ethnicity	100	±0	0	±3	
Enlisted	100	±1	3	±2	
E1 – E4	99	±1	3	±4	
E5 – E9	100	±0	3	±3	
Officers	99	±1	4	±3	

Note. Percent responding are Reserve component members who answered the question.

56. Have you received military-sponsored refresher foreign language training?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	12	±2	24	±5	
Enlisted	12	±2	23	±5	
E1 – E4	9	±3	27	±12	
E5 – E9	14	±2	21	±5	
Officers	11	±2	27	±9	
O1 – O3	11	±4	31	±17	
O4 – O6	12	±3	26	±11	
Male	12	±2	23	±5	
Female	8	±3	26	±17	
White	12	±2	23	±6	
Total Minority	10	±2	26	±6	
Black	11	±2	18	±7	
Hispanic	11	±2	39	±10	
AIAN	9	±6	8	±15	
Asian	7	±2	28	±12	
NHPI	7	±7	6	±15	
Two or More Races	10	±5	13	±18	
AGR/FTS/AR	11	±2	16	±9	
Other Selected Reserve	12	±2	24	±5	
Reserve Unit	12	±2	24	±5	
Military Technician	9	±3	31	±17	
IMA	11	±2	24	±7	
Not Activated Past 12 Months	10	±2	20	±5	
Activated Past 12 Months	18	±3	29	±8	
Not Deployed Past 12 Months	10	±2	21	±5	
Deployed Past 12 Months	23	±4	31	±11	
ARNG	15	±3	22	±7	
White	17	±3	21	±9	
Total Minority	12	±2	28	±8	
Black	13	±4	21	±12	
Hispanic	13	±4	38	±12	
Other Race/Ethnicity	7	±3	21	±17	
Enlisted	16	±3	22	±8	
E1 – E4	11	±4	24	±18	
E5 – E9	20	±3	21	±7	
Officers	14	±4	27	±17	
USAR	14	±3	25	±8	
White	15	±4	27	±13	
Total Minority	13	±3	22	±10	
Black	13	±3	15	±10	
Hispanic	13	±4	40	±19	
Other Race/Ethnicity	13	±6	11	±10	
Enlisted	14	±3	24	±10	
E1 – E4	10	±4	29	±21	
E5 – E9	19	±4	21	±8	
Officers	13	±4	29	±17	












































Note. Percent responding are Reserve component members who answered the question and who received military-sponsored foreign language training during their military career (Q55).

56. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
USNR	6	±2	26	±14	
White	7	±3	23	±19	
Total Minority	3	±1	33	±14	
Black	3	±2	20	±22	
Hispanic	3	±2	NR		
Other Race/Ethnicity	4	±2	32	±20	
Enlisted	5	±2	25	±19	
E1 – E4	4	±4	NR		
E5 – E9	5	±3	20	±16	
Officers	9	±4	27	±21	
USMCR	13	±4	35	±14	
White	13	±4	35	±18	
Total Minority	12	±5	36	±22	
Black	7	±4	NR		
Hispanic	17	±8	NR		
Other Race/Ethnicity	6	±4	18	±22	
Enlisted	12	±4	37	±15	
E1 – E4	8	±5	NR		
E5 – E9	22	±6	30	±16	
Officers	14	±3	19	±11	
ANG	3	±1	14	±12	
White	3	±1	14	±17	
Total Minority	3	±2	15	±14	
Black	4	±2	20	±23	
Hispanic	1	±1	NR		
Other Race/Ethnicity	4	±4	4	±14	
Enlisted	3	±1	18	±15	
E1 – E4	2	±2	2	±10	
E5 – E9	3	±1	22	±17	
Officers	4	±3	2	±10	
USAFR	3	±1	23	±14	
White	4	±2	22	±17	
Total Minority	3	±2	NR		
Black	3	±2	NR		
Hispanic	2	±1	NR		
Other Race/Ethnicity	4	±4	NR		
Enlisted	2	±1	8	±7	
E1 – E4	3	±2	NR		
E5 – E9	2	±2	13	±11	
Officers	7	±3	41	±20	
USCGR	3	±2	25	±23	
White	3	±2	NR		
Total Minority	3	±2	NR		
Black	2	±4	NR		
Hispanic	5	±4	NR		
Other Race/Ethnicity	0	±1	NR		
Enlisted	3	±2	NR		
E1 – E4	3	±3	NR		
E5 – E9	3	±2	NR		
Officers	4	±3	NR		

Note. Percent responding are Reserve component members who answered the question and who received military-sponsored foreign language training during their military career (Q55).


























NR: Not reportable

57. Did your military-sponsored foreign language training enhance your military job effectiveness?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	12	±2	54	±5	
Enlisted	12	±2	53	±6	
E1 – E4	9	±3	55	±12	
E5 – E9	14	±2	52	±6	
Officers	11	±2	57	±9	
O1 – O3	11	±4	55	±16	
O4 – O6	12	±3	61	±11	
Male	12	±2	55	±6	
Female	8	±3	43	±15	
White	12	±2	53	±7	
Total Minority	10	±2	54	±6	
Black	11	±2	49	±8	
Hispanic	11	±2	64	±9	
AIAN	9	±6	NR		
Asian	7	±2	51	±13	
NHPI	7	±7	NR		
Two or More Races	10	±5	NR		
AGR/FTS/AR	11	±2	43	±10	
Other Selected Reserve	12	±2	55	±6	
Reserve Unit	12	±2	54	±6	
Military Technician	9	±3	41	±14	
IMA	11	±2	58	±7	
Not Activated Past 12 Months	10	±2	51	±7	
Activated Past 12 Months	18	±3	58	±9	
Not Deployed Past 12 Months	10	±2	50	±6	
Deployed Past 12 Months	22	±4	62	±10	
ARNG	15	±3	52	±8	
White	17	±3	51	±10	
Total Minority	12	±2	55	±8	
Black	13	±4	50	±12	
Hispanic	13	±4	63	±12	
Other Race/Ethnicity	7	±3	45	±16	
Enlisted	16	±3	52	±9	
E1 – E4	11	±4	58	±18	
E5 – E9	20	±3	48	±9	
Officers	14	±4	56	±16	
USAR	14	±3	53	±9	
White	15	±4	54	±13	
Total Minority	13	±3	51	±9	
Black	13	±3	49	±11	
Hispanic	13	±4	64	±15	
Other Race/Ethnicity	13	±6	37	±22	
Enlisted	14	±3	51	±10	
E1 – E4	10	±4	47	±19	
E5 – E9	19	±4	54	±10	
Officers	13	±4	59	±17	

Note. Percent responding are Reserve component members who answered the question and who received military-sponsored foreign language training during their military career (Q55).

NR: Not reportable

57. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
USNR	6	±2	69	±15	
White	7	±3	67	±20	
Total Minority	3	±1	75	±13	
Black	3	±2	NR		
Hispanic	3	±2	91	±21	
Other Race/Ethnicity	4	±2	80	±21	
Enlisted	5	±2	70	±21	
E1 – E4	4	±4	NR		
E5 – E9	5	±3	81	±19	
Officers	9	±4	67	±20	
USMCR	13	±4	68	±12	
White	13	±4	69	±16	
Total Minority	12	±5	67	±20	
Black	7	±4	NR		
Hispanic	17	±8	NR		
Other Race/Ethnicity	6	±4	NR		
Enlisted	12	±4	69	±14	
E1 – E4	8	±5	NR		
E5 – E9	22	±6	70	±12	
Officers	14	±3	66	±11	
ANG	3	±1	47	±14	
White	3	±1	47	±17	
Total Minority	3	±2	NR		
Black	4	±2	26	±23	
Hispanic	1	±1	NR		
Other Race/Ethnicity	4	±4	NR		
Enlisted	3	±1	52	±16	
E1 – E4	2	±2	NR		
E5 – E9	3	±1	42	±18	
Officers	4	±3	NR		
USAFR	3	±1	47	±14	
White	4	±2	46	±17	
Total Minority	3	±2	49	±18	
Black	3	±2	39	±23	
Hispanic	2	±1	NR		
Other Race/Ethnicity	4	±4	NR		
Enlisted	2	±1	42	±19	
E1 – E4	3	±2	NR		
E5 – E9	2	±2	NR		
Officers	7	±3	53	±18	
USCGR	3	±2	NR		
White	3	±2	NR		
Total Minority	3	±2	NR		
Black	2	±4	NR		
Hispanic	5	±4	NR		
Other Race/Ethnicity	0	±1	NR		
Enlisted	3	±2	NR		
E1 – E4	3	±3	NR		
E5 – E9	3	±2	NR		
Officers	4	±3	NR		

Note. Percent responding are Reserve component members who answered the question and who received military-sponsored foreign language training during their military career (Q55).

NR: Not reportable

58. In the past month, how often have you...**a. Been upset because of something that happened unexpectedly?**1. Never
4. Fairly often2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Occurrence		
			1	2	3	4	5				
TOTAL DOD	100	±1	24	31	34	8	3	±2	2.4	±0.1	
Enlisted	100	±1	24	30	35	8	3	±2	2.4	±0.1	
E1 – E4	100	±1	27	27	35	9	3	±4	2.3	±0.1	
E5 – E9	100	±1	22	33	35	8	3	±2	2.4	±0.1	
Officers	99	±1	23	39	31	5	2	±3	2.2	±0.1	
O1 – O3	100	±1	24	38	29	6	3	±5	2.2	±0.1	
O4 – O6	99	±1	22	40	32	5	1	±4	2.2	±0.1	
Male	100	±1	25	32	33	8	3	±2	2.3	±0.1	
Female	99	±1	20	29	40	9	3	±4	2.5	±0.1	
White	100	±1	24	33	33	8	2	±3	2.3	±0.1	
Total Minority	99	±1	23	28	37	8	4	±2	2.4	±0.1	
Black	99	±1	23	28	37	7	5	±3	2.4	±0.1	
Hispanic	99	±1	25	29	35	7	4	±3	2.4	±0.1	
AIAN	99	±1	20	24	37	14	4	±19	2.6	±0.3	
Asian	100	±1	22	29	40	5	4	±5	2.4	±0.1	
NHPI	100	±0	14	25	43	11	7	±17	2.7	±0.3	
Two or More Races	100	±1	17	29	40	12	2	±8	2.6	±0.2	
AGR/FTS/AR	99	±1	17	30	39	10	4	±4	2.5	±0.1	
Other Selected Reserve	100	±1	24	32	34	8	3	±2	2.3	±0.1	
Reserve Unit	100	±1	24	31	34	8	3	±2	2.3	±0.1	
Military Technician	100	±1	22	32	37	6	3	±4	2.4	±0.1	
IMA	99	±1	29	37	29	4	1	±3	2.1	±0.1	
Not Activated Past 12 Months	100	±1	25	32	33	7	3	±2	2.3	±0.1	
Activated Past 12 Months	100	±1	21	29	38	9	3	±4	2.4	±0.1	
Not Deployed Past 12 Months	100	±1	24	32	33	8	3	±2	2.3	±0.1	
Deployed Past 12 Months	100	±1	19	28	40	11	3	±5	2.5	±0.1	
ARNG	100	±1	22	30	36	8	4	±3	2.4	±0.1	
White	100	±1	22	32	35	9	3	±4	2.4	±0.1	
Total Minority	100	±1	22	27	38	7	5	±4	2.5	±0.1	
Black	99	±1	23	26	39	7	6	±5	2.5	±0.2	
Hispanic	100	±1	24	28	36	7	5	±7	2.4	±0.2	
Other Race/Ethnicity	100	±1	17	27	42	9	5	±9	2.6	±0.2	
Enlisted	100	±1	23	29	36	9	4	±4	2.4	±0.1	
E1 – E4	100	±1	26	27	35	8	4	±6	2.4	±0.2	
E5 – E9	100	±1	19	31	37	9	4	±4	2.5	±0.1	
Officers	99	±2	17	39	36	6	2	±6	2.4	±0.1	
USAR	99	±1	22	31	35	10	3	±4	2.4	±0.1	
White	99	±1	22	33	33	10	2	±6	2.4	±0.2	
Total Minority	99	±1	21	28	37	9	4	±3	2.5	±0.1	
Black	99	±1	21	29	37	9	4	±4	2.5	±0.1	
Hispanic	99	±2	26	28	34	8	5	±5	2.4	±0.2	
Other Race/Ethnicity	99	±1	15	24	44	13	4	±9	2.7	±0.2	
Enlisted	99	±1	22	29	36	10	3	±4	2.4	±0.1	
E1 – E4	99	±2	24	25	37	11	3	±6	2.4	±0.2	
E5 – E9	99	±1	18	34	35	10	3	±4	2.5	±0.1	
Officers	99	±1	22	40	29	7	3	±6	2.3	±0.2	

Note. Percent responding are Reserve component members who answered the question.

58a. Continued	Percent Responding		Percentages					Max ME	Average Occurrence		
			1	2	3	4	5				
USNR	100	±1	26	32	34	6	2	±4	2.3	±0.1	
White	100	±1	28	34	31	6	1	±5	2.2	±0.1	
Total Minority	99	±1	22	30	38	6	3	±4	2.4	±0.1	
Black	99	±2	23	27	39	7	4	±5	2.4	±0.1	
Hispanic	100	±1	22	31	38	6	2	±6	2.4	±0.2	
Other Race/Ethnicity	99	±1	19	33	38	6	4	±7	2.4	±0.2	
Enlisted	100	±1	25	31	35	7	2	±4	2.3	±0.1	
E1 – E4	99	±1	29	24	38	6	3	±8	2.3	±0.2	
E5 – E9	100	±1	24	33	34	7	2	±5	2.3	±0.1	
Officers	100	±1	27	39	29	3	2	±6	2.1	±0.2	
USMCR	100	±1	24	27	37	10	3	±5	2.4	±0.2	
White	100	±1	26	28	35	9	2	±7	2.3	±0.2	
Total Minority	100	±1	20	24	39	11	5	±6	2.6	±0.2	
Black	100	±1	20	24	35	11	10	±15	2.7	±0.3	
Hispanic	100	±1	19	24	45	8	4	±9	2.5	±0.2	
Other Race/Ethnicity	100	±0	25	23	27	20	5	±18	2.6	±0.4	
Enlisted	100	±1	23	26	37	10	4	±6	2.5	±0.2	
E1 – E4	100	±1	26	25	35	10	4	±8	2.4	±0.2	
E5 – E9	100	±1	16	28	41	11	3	±7	2.6	±0.1	
Officers	100	±1	30	33	33	3	1	±5	2.1	±0.1	
ANG	100	±1	27	35	31	6	2	±3	2.2	±0.1	
White	100	±1	27	36	30	6	1	±3	2.2	±0.1	
Total Minority	100	±1	27	31	34	6	3	±4	2.3	±0.1	
Black	100	±1	24	32	34	6	3	±5	2.3	±0.1	
Hispanic	99	±1	30	27	33	6	3	±7	2.2	±0.2	
Other Race/Ethnicity	100	±0	26	32	35	6	1	±6	2.2	±0.2	
Enlisted	100	±1	27	34	31	6	2	±3	2.2	±0.1	
E1 – E4	99	±1	30	36	29	4	1	±6	2.1	±0.2	
E5 – E9	100	±1	26	34	32	6	2	±3	2.3	±0.1	
Officers	100	±0	27	37	30	6	1	±6	2.2	±0.2	
USAFR	100	±1	32	35	28	4	2	±3	2.1	±0.1	
White	99	±1	34	35	26	4	2	±4	2.0	±0.1	
Total Minority	100	±1	28	35	32	4	2	±4	2.2	±0.1	
Black	100	±1	28	33	33	4	2	±5	2.2	±0.1	
Hispanic	100	±1	29	37	29	3	2	±7	2.1	±0.2	
Other Race/Ethnicity	100	±1	26	36	35	3	1	±7	2.2	±0.1	
Enlisted	100	±1	31	34	29	4	2	±4	2.1	±0.1	
E1 – E4	100	±1	36	33	27	3	1	±6	2.0	±0.2	
E5 – E9	100	±1	29	35	29	5	2	±4	2.2	±0.1	
Officers	99	±1	33	38	26	2	1	±6	2.0	±0.2	
USCGR	100	±1	29	35	27	7	2	±4	2.2	±0.1	
White	100	±1	30	35	27	7	1	±5	2.2	±0.1	
Total Minority	100	±1	28	34	28	7	3	±7	2.2	±0.2	
Black	100	±0	21	42	23	11	2	±19	2.3	±0.4	
Hispanic	100	±1	30	37	27	5	1	±9	2.1	±0.2	
Other Race/Ethnicity	100	±0	28	27	31	7	7	±13	2.4	±0.4	
Enlisted	100	±1	29	34	28	7	2	±5	2.2	±0.1	
E1 – E4	99	±1	26	31	30	11	2	±8	2.3	±0.2	
E5 – E9	100	±0	30	36	26	5	2	±6	2.1	±0.2	
Officers	99	±1	31	40	23	6	1	±7	2.0	±0.2	

Note. Percent responding are Reserve component members who answered the question.

58. In the past month, how often have you...**b. Felt that you were unable to control the important things in your life?**

1. Never
4. Fairly often

2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Occurrence		
			1	2	3	4	5				
TOTAL DOD	99	±1	36	30	24	8	3	±2	2.1	±0.1	
Enlisted	99	±1	35	29	24	8	4	±2	2.1	±0.1	
E1 – E4	99	±1	35	28	24	9	4	±4	2.2	±0.1	
E5 – E9	99	±1	36	30	24	7	3	±2	2.1	±0.1	
Officers	99	±1	37	34	21	6	2	±3	2.0	±0.1	
O1 – O3	99	±1	36	35	22	5	2	±5	2.0	±0.1	
O4 – O6	99	±1	38	35	20	5	2	±4	2.0	±0.1	
Male	99	±1	37	30	23	7	3	±2	2.1	±0.1	
Female	99	±1	31	30	27	8	3	±4	2.2	±0.1	
White	99	±1	36	31	23	8	3	±3	2.1	±0.1	
Total Minority	99	±1	36	28	25	7	4	±2	2.2	±0.1	
Black	98	±1	38	27	26	6	4	±3	2.1	±0.1	
Hispanic	99	±1	37	29	23	7	4	±3	2.1	±0.1	
AIAN	99	±1	28	25	24	13	10	±22	2.5	±0.5	
Asian	99	±1	32	29	29	6	4	±5	2.2	±0.1	
NHPI	99	±2	21	35	31	9	4	±15	2.4	±0.2	
Two or More Races	100	±1	29	27	25	15	5	±9	2.4	±0.2	
AGR/FTS/AR	99	±1	33	29	26	9	3	±3	2.2	±0.1	
Other Selected Reserve	99	±1	36	30	23	7	3	±2	2.1	±0.1	
Reserve Unit	99	±1	36	30	23	7	3	±2	2.1	±0.1	
Military Technician	99	±1	39	28	23	7	3	±4	2.0	±0.1	
IMA	99	±1	42	33	19	5	2	±3	1.9	±0.1	
Not Activated Past 12 Months	99	±1	36	30	23	7	3	±2	2.1	±0.1	
Activated Past 12 Months	99	±1	33	31	25	8	3	±3	2.2	±0.1	
Not Deployed Past 12 Months	99	±1	36	30	23	7	3	±2	2.1	±0.1	
Deployed Past 12 Months	99	±1	32	30	27	9	3	±5	2.2	±0.1	
ARNG	99	±1	32	30	23	10	5	±3	2.2	±0.1	
White	100	±1	32	31	23	10	4	±4	2.2	±0.1	
Total Minority	99	±1	33	29	25	9	5	±4	2.2	±0.1	
Black	98	±2	38	26	24	7	4	±5	2.1	±0.2	
Hispanic	100	±1	33	31	23	10	4	±6	2.2	±0.2	
Other Race/Ethnicity	100	±1	24	30	29	11	6	±10	2.4	±0.2	
Enlisted	99	±1	32	30	23	10	5	±4	2.3	±0.1	
E1 – E4	99	±1	33	28	21	12	6	±6	2.3	±0.2	
E5 – E9	99	±1	31	31	26	8	4	±4	2.2	±0.1	
Officers	99	±1	35	32	24	6	3	±6	2.1	±0.2	
USAR	99	±1	33	30	25	8	3	±3	2.2	±0.1	
White	99	±1	33	33	24	8	2	±5	2.1	±0.2	
Total Minority	99	±1	34	27	27	8	5	±3	2.2	±0.1	
Black	99	±1	35	26	30	5	4	±4	2.2	±0.1	
Hispanic	99	±1	37	28	24	6	5	±5	2.1	±0.2	
Other Race/Ethnicity	100	±1	25	27	27	16	6	±10	2.5	±0.3	
Enlisted	99	±1	33	29	27	8	3	±4	2.2	±0.1	
E1 – E4	99	±1	34	27	26	9	3	±6	2.2	±0.2	
E5 – E9	99	±1	33	31	27	7	3	±4	2.2	±0.1	
Officers	99	±2	33	37	20	7	2	±6	2.1	±0.2	

Note. Percent responding are Reserve component members who answered the question.

58b. Continued	Percent Responding		Percentages					Max ME	Average Occurrence		
			1	2	3	4	5				
USNR	99	±1	36	29	28	5	2	±4	2.1	±0.1	
White	99	±2	37	28	28	5	1	±6	2.0	±0.1	
Total Minority	98	±1	33	30	28	6	3	±4	2.1	±0.1	
Black	98	±2	36	30	25	6	3	±5	2.1	±0.1	
Hispanic	99	±2	35	30	28	5	2	±6	2.1	±0.2	
Other Race/Ethnicity	99	±1	29	30	32	7	3	±7	2.3	±0.2	
Enlisted	98	±1	34	29	29	6	2	±4	2.1	±0.1	
E1 – E4	99	±2	34	24	36	4	2	±8	2.2	±0.2	
E5 – E9	98	±2	35	30	27	7	2	±5	2.1	±0.1	
Officers	100	±1	40	30	25	4	2	±6	2.0	±0.2	
USMCR	100	±1	34	27	28	7	4	±5	2.2	±0.2	
White	100	±1	35	28	26	8	3	±7	2.2	±0.2	
Total Minority	99	±1	33	25	33	4	5	±6	2.2	±0.2	
Black	100	±0	34	20	36	5	4	±12	2.2	±0.2	
Hispanic	99	±1	34	28	30	3	3	±9	2.1	±0.2	
Other Race/Ethnicity	100	±1	29	22	34	6	10	±18	2.4	±0.4	
Enlisted	100	±1	34	26	29	7	4	±6	2.2	±0.2	
E1 – E4	100	±1	34	25	30	7	4	±8	2.2	±0.2	
E5 – E9	99	±1	32	29	27	8	4	±7	2.2	±0.2	
Officers	100	±1	39	34	23	3	1	±5	1.9	±0.1	
ANG	99	±1	42	32	20	4	2	±3	1.9	±0.1	
White	99	±1	41	33	20	4	1	±3	1.9	±0.1	
Total Minority	99	±1	43	30	21	4	2	±4	1.9	±0.1	
Black	99	±1	40	32	21	3	3	±5	2.0	±0.1	
Hispanic	99	±1	45	29	18	4	3	±6	1.9	±0.2	
Other Race/Ethnicity	99	±1	43	28	23	4	1	±7	1.9	±0.2	
Enlisted	99	±1	43	31	21	4	2	±3	1.9	±0.1	
E1 – E4	99	±2	46	30	19	2	2	±6	1.8	±0.2	
E5 – E9	99	±1	41	31	21	4	2	±3	1.9	±0.1	
Officers	99	±2	36	38	19	6	1	±6	2.0	±0.2	
USAFR	99	±1	50	28	17	4	1	±3	1.8	±0.1	
White	99	±1	51	27	16	4	1	±4	1.8	±0.1	
Total Minority	99	±1	48	28	19	3	2	±4	1.8	±0.1	
Black	99	±2	48	28	20	2	2	±5	1.8	±0.1	
Hispanic	98	±2	51	28	16	4	2	±7	1.8	±0.2	
Other Race/Ethnicity	99	±1	44	30	22	3	1	±7	1.9	±0.1	
Enlisted	99	±1	50	26	19	4	2	±4	1.8	±0.1	
E1 – E4	99	±1	50	26	20	3	2	±6	1.8	±0.2	
E5 – E9	98	±1	50	26	18	5	1	±4	1.8	±0.1	
Officers	99	±1	50	33	13	3	1	±6	1.7	±0.1	
USCGR	99	±1	39	38	17	4	2	±5	1.9	±0.1	
White	99	±2	40	37	17	4	2	±5	1.9	±0.1	
Total Minority	98	±2	35	41	16	5	2	±7	2.0	±0.2	
Black	100	±0	45	38	14	NR	2	±18	1.8	±0.3	
Hispanic	100	±1	37	43	13	5	2	±9	1.9	±0.2	
Other Race/Ethnicity	95	±6	26	41	24	9	1	±13	2.2	±0.3	
Enlisted	99	±2	38	39	16	4	2	±5	1.9	±0.1	
E1 – E4	99	±2	33	44	16	5	2	±8	2.0	±0.2	
E5 – E9	99	±2	40	36	17	4	2	±6	1.9	±0.2	
Officers	99	±1	44	31	18	5	1	±7	1.9	±0.2	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

58. In the past month, how often have you...**c. Felt nervous and stressed?**

1. Never
4. Fairly often

2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Occurrence		
			1	2	3	4	5				
TOTAL DOD	99	±1	21	26	36	12	5	±2	2.6	±0.1	
Enlisted	99	±1	21	25	36	12	6	±2	2.6	±0.1	
E1 – E4	100	±1	21	22	36	13	7	±4	2.6	±0.1	
E5 – E9	99	±1	20	27	36	11	5	±2	2.5	±0.1	
Officers	99	±1	20	31	37	9	3	±3	2.4	±0.1	
O1 – O3	99	±1	19	28	40	9	4	±5	2.5	±0.2	
O4 – O6	98	±2	20	35	34	9	2	±4	2.4	±0.1	
Male	99	±1	22	27	34	11	5	±2	2.5	±0.1	
Female	99	±1	15	20	43	16	6	±4	2.8	±0.1	
White	99	±1	20	26	36	12	6	±3	2.6	±0.1	
Total Minority	99	±1	22	26	36	10	5	±2	2.5	±0.1	
Black	99	±1	25	25	36	9	5	±3	2.4	±0.1	
Hispanic	100	±1	23	26	35	10	5	±3	2.5	±0.1	
AIAN	98	±2	18	21	30	18	12	±20	2.9	±0.4	
Asian	99	±1	19	28	38	9	5	±5	2.5	±0.1	
NHPI	99	±2	13	32	39	10	6	±16	2.6	±0.3	
Two or More Races	100	±1	12	25	39	15	9	±8	2.8	±0.2	
AGR/FTS/AR	99	±1	16	26	36	14	8	±4	2.7	±0.1	
Other Selected Reserve	99	±1	21	26	36	11	5	±2	2.5	±0.1	
Reserve Unit	99	±1	21	26	36	11	5	±2	2.5	±0.1	
Military Technician	99	±1	22	29	35	10	4	±4	2.5	±0.1	
IMA	99	±1	24	33	32	8	2	±3	2.3	±0.1	
Not Activated Past 12 Months	99	±1	21	26	36	11	5	±2	2.5	±0.1	
Activated Past 12 Months	99	±1	19	26	37	12	6	±4	2.6	±0.1	
Not Deployed Past 12 Months	99	±1	21	26	36	11	5	±2	2.5	±0.1	
Deployed Past 12 Months	99	±1	18	26	37	14	6	±5	2.6	±0.1	
ARNG	100	±1	19	23	38	13	7	±3	2.7	±0.1	
White	99	±1	18	22	38	14	7	±4	2.7	±0.1	
Total Minority	100	±1	22	24	37	11	6	±4	2.6	±0.1	
Black	100	±0	25	24	37	9	6	±5	2.5	±0.2	
Hispanic	100	±1	23	24	36	13	5	±7	2.5	±0.2	
Other Race/Ethnicity	99	±1	15	24	42	12	7	±9	2.7	±0.2	
Enlisted	100	±1	19	23	37	14	7	±4	2.7	±0.1	
E1 – E4	100	±1	20	19	38	15	8	±6	2.7	±0.2	
E5 – E9	99	±1	18	26	36	13	7	±4	2.6	±0.1	
Officers	99	±2	19	24	45	9	4	±6	2.6	±0.2	
USAR	99	±1	20	28	33	13	6	±3	2.6	±0.1	
White	99	±1	18	29	33	14	5	±5	2.6	±0.2	
Total Minority	99	±1	21	27	33	11	7	±3	2.5	±0.1	
Black	99	±1	23	26	35	11	5	±4	2.5	±0.1	
Hispanic	99	±1	24	29	33	9	6	±5	2.4	±0.2	
Other Race/Ethnicity	99	±1	12	28	31	16	12	±10	2.9	±0.3	
Enlisted	99	±1	20	26	34	13	7	±4	2.6	±0.1	
E1 – E4	99	±2	21	25	32	14	8	±6	2.6	±0.2	
E5 – E9	99	±1	20	28	36	12	5	±4	2.5	±0.1	
Officers	99	±2	17	38	30	12	3	±6	2.5	±0.2	

Note. Percent responding are Reserve component members who answered the question.

58c. Continued	Percent Responding		Percentages					Max ME	Average Occurrence		
			1	2	3	4	5				
USNR	99	±1	19	25	41	12	3	±4	2.6	±0.1	
White	99	±2	18	24	42	13	3	±6	2.6	±0.2	
Total Minority	99	±1	20	26	40	10	5	±4	2.5	±0.1	
Black	99	±2	23	23	40	8	5	±5	2.5	±0.2	
Hispanic	99	±2	19	27	38	12	4	±6	2.5	±0.2	
Other Race/Ethnicity	99	±1	15	29	41	9	5	±7	2.6	±0.2	
Enlisted	99	±1	19	24	42	12	4	±4	2.6	±0.1	
E1 – E4	99	±2	17	24	42	13	4	±8	2.6	±0.2	
E5 – E9	99	±2	19	24	42	12	3	±5	2.6	±0.1	
Officers	100	±1	19	30	40	9	3	±6	2.5	±0.2	
USMCR	99	±1	19	23	39	12	7	±5	2.6	±0.2	
White	99	±2	19	23	38	13	7	±7	2.7	±0.2	
Total Minority	100	±1	19	22	42	11	5	±7	2.6	±0.2	
Black	100	±1	19	24	42	8	8	±11	2.6	±0.2	
Hispanic	100	±1	20	21	44	10	4	±9	2.6	±0.2	
Other Race/Ethnicity	99	±2	15	24	36	20	6	±14	2.8	±0.3	
Enlisted	99	±1	18	22	40	13	7	±6	2.7	±0.2	
E1 – E4	99	±2	19	22	40	12	6	±8	2.6	±0.2	
E5 – E9	99	±1	16	23	38	14	9	±7	2.8	±0.2	
Officers	100	±1	24	31	36	7	2	±5	2.3	±0.1	
ANG	99	±1	24	31	35	7	3	±3	2.3	±0.1	
White	99	±1	23	32	34	8	3	±3	2.3	±0.1	
Total Minority	99	±1	26	27	37	6	3	±4	2.3	±0.1	
Black	99	±1	27	28	35	6	4	±5	2.3	±0.1	
Hispanic	100	±1	26	27	38	5	4	±7	2.3	±0.2	
Other Race/Ethnicity	99	±1	25	26	39	9	2	±7	2.4	±0.2	
Enlisted	99	±1	24	31	35	7	3	±3	2.3	±0.1	
E1 – E4	100	±1	26	31	35	6	1	±6	2.3	±0.2	
E5 – E9	99	±1	23	31	36	7	3	±3	2.4	±0.1	
Officers	99	±2	22	34	32	8	3	±6	2.4	±0.2	
USAFR	99	±1	29	31	31	6	2	±3	2.2	±0.1	
White	98	±2	29	33	29	6	3	±4	2.2	±0.1	
Total Minority	99	±1	29	29	34	6	2	±4	2.2	±0.1	
Black	99	±1	31	28	34	4	3	±5	2.2	±0.1	
Hispanic	99	±1	32	29	29	7	2	±7	2.2	±0.2	
Other Race/Ethnicity	99	±1	21	30	41	6	1	±7	2.4	±0.1	
Enlisted	99	±1	30	29	31	7	2	±3	2.2	±0.1	
E1 – E4	100	±1	33	28	31	5	3	±6	2.2	±0.2	
E5 – E9	98	±2	29	30	32	7	2	±4	2.2	±0.1	
Officers	99	±2	26	39	29	3	2	±6	2.2	±0.2	
USCGR	99	±1	20	33	36	8	3	±4	2.4	±0.1	
White	98	±2	21	31	37	8	2	±5	2.4	±0.1	
Total Minority	99	±1	19	37	32	8	4	±7	2.4	±0.2	
Black	98	±4	25	34	24	15	2	±22	2.4	±0.4	
Hispanic	99	±1	20	38	33	6	2	±9	2.3	±0.2	
Other Race/Ethnicity	100	±0	12	37	33	8	9	±14	2.7	±0.3	
Enlisted	99	±2	20	33	37	8	3	±5	2.4	±0.1	
E1 – E4	99	±1	18	34	37	8	3	±8	2.4	±0.2	
E5 – E9	98	±2	21	32	37	8	3	±6	2.4	±0.2	
Officers	99	±2	24	34	31	9	2	±6	2.3	±0.2	

Note. Percent responding are Reserve component members who answered the question.

58. In the past month, how often have you...**d. Felt confident about your ability to handle your personal problems?**1. Never
4. Fairly often2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Occurrence		
			1	2	3	4	5				
TOTAL DOD	99	±1	8	6	17	31	38	±2	3.9	±0.1	
Enlisted	99	±1	8	6	18	31	36	±2	3.8	±0.1	
E1 – E4	99	±1	9	7	21	30	34	±4	3.7	±0.1	
E5 – E9	99	±1	8	6	16	32	38	±2	3.9	±0.1	
Officers	99	±1	6	4	9	31	49	±3	4.1	±0.1	
O1 – O3	99	±1	7	4	11	34	43	±5	4.0	±0.2	
O4 – O6	98	±1	5	5	7	29	55	±4	4.2	±0.1	
Male	99	±1	8	6	17	30	38	±2	3.8	±0.1	
Female	99	±1	6	6	19	32	38	±4	3.9	±0.1	
White	99	±1	7	6	16	33	39	±3	3.9	±0.1	
Total Minority	99	±1	10	6	19	27	37	±2	3.8	±0.1	
Black	99	±1	9	5	20	24	41	±3	3.8	±0.1	
Hispanic	99	±1	11	7	19	27	37	±3	3.7	±0.1	
AIAN	100	±1	20	6	24	18	31	±18	3.4	±0.5	
Asian	100	±1	10	8	22	31	28	±5	3.6	±0.1	
NHPI	99	±2	5	7	21	27	40	±14	3.9	±0.3	
Two or More Races	100	±1	5	7	15	37	36	±8	3.9	±0.2	
AGR/FTS/AR	99	±1	6	6	17	29	42	±4	3.9	±0.1	
Other Selected Reserve	99	±1	8	6	17	31	38	±2	3.8	±0.1	
Reserve Unit	99	±1	8	6	17	31	38	±2	3.8	±0.1	
Military Technician	99	±1	9	5	17	31	38	±4	3.9	±0.2	
IMA	99	±1	9	4	9	28	51	±3	4.1	±0.1	
Not Activated Past 12 Months	99	±1	8	6	17	30	39	±2	3.8	±0.1	
Activated Past 12 Months	99	±1	7	6	18	32	37	±4	3.9	±0.1	
Not Deployed Past 12 Months	99	±1	8	6	17	30	39	±2	3.8	±0.1	
Deployed Past 12 Months	99	±1	6	5	20	33	35	±5	3.9	±0.1	
ARNG	100	±1	8	7	19	32	35	±3	3.8	±0.1	
White	100	±1	7	7	18	34	35	±4	3.8	±0.1	
Total Minority	99	±1	10	6	22	27	35	±4	3.7	±0.1	
Black	99	±1	10	5	23	24	39	±5	3.8	±0.2	
Hispanic	100	±1	10	7	20	29	33	±7	3.7	±0.2	
Other Race/Ethnicity	100	±1	8	7	22	30	33	±9	3.7	±0.2	
Enlisted	100	±1	8	7	20	31	33	±4	3.7	±0.1	
E1 – E4	100	±1	9	7	23	29	32	±6	3.7	±0.2	
E5 – E9	100	±1	7	7	17	33	35	±4	3.8	±0.1	
Officers	99	±1	6	3	11	33	47	±6	4.1	±0.2	
USAR	99	±1	7	6	18	31	37	±4	3.8	±0.1	
White	99	±2	5	6	17	35	37	±6	3.9	±0.2	
Total Minority	99	±1	11	7	20	26	37	±3	3.7	±0.1	
Black	99	±1	9	5	22	23	41	±5	3.8	±0.2	
Hispanic	99	±2	13	7	18	26	36	±5	3.7	±0.2	
Other Race/Ethnicity	100	±1	10	9	20	33	28	±8	3.6	±0.3	
Enlisted	99	±1	8	6	20	31	35	±4	3.8	±0.1	
E1 – E4	99	±2	8	7	22	31	32	±6	3.7	±0.2	
E5 – E9	99	±1	7	6	18	31	38	±4	3.9	±0.1	
Officers	98	±2	6	6	10	33	46	±6	4.1	±0.2	

Note. Percent responding are Reserve component members who answered the question.

58d. Continued	Percent Responding		Percentages					Max ME	Average Occurrence		
			1	2	3	4	5				
USNR	99	±1	8	8	15	29	40	±4	3.9	±0.1	
White	99	±2	7	8	14	29	42	±5	3.9	±0.2	
Total Minority	99	±1	8	8	18	29	37	±4	3.8	±0.1	
Black	99	±1	10	8	18	27	38	±5	3.7	±0.2	
Hispanic	99	±2	7	5	19	30	40	±7	3.9	±0.2	
Other Race/Ethnicity	99	±1	8	10	18	29	34	±7	3.7	±0.2	
Enlisted	99	±2	8	9	18	29	36	±4	3.8	±0.2	
E1 – E4	98	±3	9	6	21	30	35	±8	3.8	±0.2	
E5 – E9	99	±2	8	10	17	28	37	±5	3.8	±0.2	
Officers	100	±1	4	5	8	29	54	±6	4.2	±0.2	
USMCR	99	±2	8	7	20	28	37	±5	3.8	±0.2	
White	99	±2	7	7	18	27	40	±7	3.9	±0.2	
Total Minority	99	±1	10	7	24	29	30	±6	3.6	±0.2	
Black	99	±2	8	5	20	34	33	±12	3.8	±0.2	
Hispanic	99	±1	11	9	26	26	29	±9	3.5	±0.3	
Other Race/Ethnicity	99	±1	7	5	23	33	33	±14	3.8	±0.3	
Enlisted	99	±2	8	7	21	28	35	±6	3.7	±0.2	
E1 – E4	98	±2	9	7	24	26	34	±8	3.7	±0.2	
E5 – E9	99	±1	5	8	16	33	38	±7	3.9	±0.2	
Officers	99	±1	8	4	8	28	51	±5	4.1	±0.2	
ANG	99	±1	8	4	12	31	44	±3	4.0	±0.1	
White	99	±1	8	4	12	32	44	±3	4.0	±0.1	
Total Minority	99	±1	9	5	13	28	45	±4	3.9	±0.1	
Black	99	±2	8	4	11	27	49	±5	4.1	±0.2	
Hispanic	99	±1	8	5	15	24	47	±6	4.0	±0.2	
Other Race/Ethnicity	100	±1	10	5	13	33	38	±6	3.8	±0.2	
Enlisted	99	±1	9	4	13	31	43	±3	4.0	±0.1	
E1 – E4	99	±2	8	4	11	31	45	±6	4.0	±0.2	
E5 – E9	99	±1	9	4	13	32	43	±3	4.0	±0.1	
Officers	99	±2	6	4	12	30	48	±6	4.1	±0.2	
USAFR	99	±1	10	4	11	27	48	±3	4.0	±0.1	
White	99	±1	10	4	10	27	49	±4	4.0	±0.1	
Total Minority	99	±1	11	4	13	27	45	±4	3.9	±0.1	
Black	99	±2	11	4	13	26	46	±5	3.9	±0.2	
Hispanic	99	±1	11	4	12	26	48	±7	4.0	±0.2	
Other Race/Ethnicity	99	±1	10	5	15	30	40	±7	3.8	±0.2	
Enlisted	99	±1	12	4	13	27	45	±4	3.9	±0.1	
E1 – E4	99	±2	12	4	14	27	43	±6	3.9	±0.2	
E5 – E9	99	±1	11	4	12	27	45	±4	3.9	±0.1	
Officers	100	±1	6	5	4	26	59	±6	4.3	±0.2	
USCGR	99	±1	8	5	14	30	44	±5	4.0	±0.1	
White	99	±1	8	5	13	30	44	±5	4.0	±0.2	
Total Minority	98	±3	7	6	15	31	41	±7	3.9	±0.2	
Black	100	±0	7	6	12	25	49	±19	4.0	±0.4	
Hispanic	97	±4	10	6	10	36	38	±10	3.9	±0.2	
Other Race/Ethnicity	100	±0	3	6	24	24	42	±13	4.0	±0.3	
Enlisted	99	±1	8	5	14	31	42	±5	3.9	±0.2	
E1 – E4	98	±3	8	5	14	30	43	±8	4.0	±0.2	
E5 – E9	99	±2	8	6	14	31	41	±6	3.9	±0.2	
Officers	98	±2	7	4	11	26	53	±6	4.1	±0.2	

Note. Percent responding are Reserve component members who answered the question.

58. In the past month, how often have you...**e. Felt that things were going your way?**1. Never
4. Fairly often2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Occurrence		
			1	2	3	4	5				
TOTAL DOD	99	±1	7	10	32	34	17	±2	3.5	±0.1	
Enlisted	99	±1	7	10	34	33	16	±2	3.4	±0.1	
E1 – E4	98	±2	8	11	35	30	15	±4	3.3	±0.1	
E5 – E9	99	±1	6	9	33	36	16	±2	3.5	±0.1	
Officers	99	±1	4	6	25	39	25	±3	3.7	±0.1	
O1 – O3	100	±1	6	5	28	37	23	±5	3.7	±0.2	
O4 – O6	98	±2	3	6	22	43	26	±4	3.8	±0.1	
Male	99	±1	7	10	32	34	17	±2	3.5	±0.1	
Female	99	±1	5	8	36	33	17	±4	3.5	±0.1	
White	99	±1	6	10	31	36	17	±3	3.5	±0.1	
Total Minority	99	±1	8	10	35	30	17	±2	3.4	±0.1	
Black	99	±1	8	7	36	30	18	±3	3.4	±0.1	
Hispanic	99	±1	10	10	32	32	16	±3	3.3	±0.1	
AIAN	99	±1	7	16	42	27	9	±18	3.1	±0.3	
Asian	99	±1	11	9	39	29	13	±5	3.2	±0.1	
NHPI	100	±1	5	8	38	27	22	±20	3.5	±0.4	
Two or More Races	100	±1	3	15	38	26	18	±8	3.4	±0.2	
AGR/FTS/AR	99	±1	5	9	34	34	19	±4	3.5	±0.1	
Other Selected Reserve	99	±1	7	10	32	34	17	±2	3.4	±0.1	
Reserve Unit	99	±1	7	10	33	34	17	±2	3.4	±0.1	
Military Technician	99	±2	7	9	33	34	16	±4	3.4	±0.1	
IMA	99	±1	7	5	22	42	24	±3	3.7	±0.1	
Not Activated Past 12 Months	99	±1	7	9	31	35	17	±2	3.5	±0.1	
Activated Past 12 Months	99	±1	5	10	37	32	16	±4	3.4	±0.1	
Not Deployed Past 12 Months	99	±1	7	10	31	35	17	±2	3.5	±0.1	
Deployed Past 12 Months	99	±1	5	9	40	31	15	±5	3.4	±0.1	
ARNG	99	±1	7	12	33	32	16	±3	3.4	±0.1	
White	99	±2	6	12	32	34	16	±4	3.4	±0.1	
Total Minority	99	±1	8	11	35	30	17	±4	3.4	±0.1	
Black	99	±1	8	9	36	31	17	±5	3.4	±0.2	
Hispanic	99	±1	9	12	32	32	15	±7	3.3	±0.2	
Other Race/Ethnicity	99	±1	7	13	39	22	20	±10	3.3	±0.2	
Enlisted	99	±1	7	12	34	32	15	±4	3.4	±0.1	
E1 – E4	98	±2	9	13	35	29	15	±6	3.3	±0.2	
E5 – E9	99	±1	6	12	33	35	15	±4	3.4	±0.1	
Officers	99	±2	5	6	28	37	24	±6	3.7	±0.2	
USAR	98	±1	6	9	33	35	17	±4	3.5	±0.1	
White	98	±2	4	9	30	39	17	±6	3.6	±0.2	
Total Minority	99	±1	9	9	37	29	17	±3	3.4	±0.1	
Black	99	±1	7	6	39	29	19	±5	3.5	±0.1	
Hispanic	99	±1	12	9	32	31	16	±5	3.3	±0.2	
Other Race/Ethnicity	99	±1	6	15	41	25	13	±9	3.2	±0.2	
Enlisted	98	±2	7	10	35	33	15	±4	3.4	±0.1	
E1 – E4	98	±3	7	11	37	31	14	±6	3.3	±0.2	
E5 – E9	99	±1	5	9	34	36	16	±4	3.5	±0.1	
Officers	99	±2	5	6	23	41	26	±6	3.8	±0.2	

Note. Percent responding are Reserve component members who answered the question.

58e. Continued	Percent Responding		Percentages					Max ME	Average Occurrence		
			1	2	3	4	5				
USNR	99	±1	7	7	33	36	17	±4	3.5	±0.1	
White	99	±1	6	5	31	38	20	±6	3.6	±0.2	
Total Minority	98	±2	9	10	36	33	13	±4	3.3	±0.1	
Black	98	±2	10	8	37	28	16	±5	3.3	±0.2	
Hispanic	98	±3	9	10	34	35	11	±6	3.3	±0.2	
Other Race/Ethnicity	98	±2	8	10	35	35	12	±7	3.3	±0.2	
Enlisted	99	±1	9	8	35	35	14	±4	3.4	±0.1	
E1 – E4	98	±2	11	8	41	26	14	±8	3.2	±0.2	
E5 – E9	99	±1	7	8	33	38	14	±5	3.4	±0.1	
Officers	99	±1	2	4	27	39	28	±6	3.9	±0.2	
USMCR	99	±1	8	11	40	27	14	±5	3.3	±0.2	
White	99	±2	7	9	39	29	16	±7	3.4	±0.2	
Total Minority	99	±1	11	14	40	24	11	±7	3.1	±0.2	
Black	100	±1	12	11	37	28	12	±14	3.2	±0.3	
Hispanic	99	±1	11	16	39	22	11	±9	3.0	±0.3	
Other Race/Ethnicity	100	±0	8	14	45	24	9	±15	3.1	±0.2	
Enlisted	99	±1	9	11	41	26	13	±6	3.2	±0.2	
E1 – E4	99	±2	10	11	45	21	13	±8	3.2	±0.2	
E5 – E9	99	±1	5	12	32	36	14	±7	3.4	±0.2	
Officers	99	±1	7	5	26	40	22	±5	3.7	±0.1	
ANG	99	±1	5	8	29	38	19	±3	3.6	±0.1	
White	99	±1	5	8	28	40	19	±3	3.6	±0.1	
Total Minority	99	±1	7	8	32	34	19	±4	3.5	±0.1	
Black	99	±1	7	7	29	36	21	±5	3.6	±0.1	
Hispanic	99	±1	6	8	31	32	22	±6	3.5	±0.2	
Other Race/Ethnicity	99	±1	7	9	35	35	14	±6	3.4	±0.2	
Enlisted	99	±1	6	8	30	38	19	±3	3.6	±0.1	
E1 – E4	99	±2	6	9	26	43	15	±6	3.5	±0.2	
E5 – E9	99	±1	5	7	32	36	20	±3	3.6	±0.1	
Officers	98	±2	4	7	24	41	24	±6	3.7	±0.2	
USAFR	99	±1	7	5	29	39	20	±3	3.6	±0.1	
White	99	±1	7	5	28	41	19	±4	3.6	±0.1	
Total Minority	99	±1	8	6	31	36	19	±4	3.5	±0.1	
Black	99	±1	9	7	31	34	20	±5	3.5	±0.2	
Hispanic	99	±1	7	5	29	39	21	±7	3.6	±0.2	
Other Race/Ethnicity	99	±1	6	7	34	35	18	±7	3.5	±0.2	
Enlisted	99	±1	8	5	30	38	18	±4	3.5	±0.1	
E1 – E4	100	±1	10	6	29	36	19	±6	3.5	±0.2	
E5 – E9	99	±1	7	5	31	39	18	±4	3.6	±0.1	
Officers	99	±2	5	6	23	42	25	±6	3.8	±0.2	
USCGR	99	±1	7	7	25	40	22	±5	3.6	±0.1	
White	99	±1	7	6	24	38	24	±5	3.7	±0.2	
Total Minority	100	±1	5	8	28	43	16	±7	3.6	±0.2	
Black	100	±0	5	6	36	36	17	±18	3.5	±0.3	
Hispanic	100	±1	6	11	24	40	18	±9	3.5	±0.2	
Other Race/Ethnicity	99	±2	2	5	31	51	12	±13	3.7	±0.2	
Enlisted	100	±1	7	7	27	40	20	±5	3.6	±0.2	
E1 – E4	99	±2	7	8	30	37	18	±8	3.5	±0.2	
E5 – E9	100	±1	6	6	25	42	21	±6	3.6	±0.2	
Officers	96	±2	7	7	17	38	31	±7	3.8	±0.2	

Note. Percent responding are Reserve component members who answered the question.

58. In the past month, how often have you...**f. Found that you could not cope with all of the things you had to do?**

1. Never
4. Fairly often

2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Occurrence		
			1	2	3	4	5				
TOTAL DOD	99	±1	41	32	20	5	2	±2	2.0	±0.1	
Enlisted	99	±1	40	31	21	5	3	±2	2.0	±0.1	
E1 – E4	99	±1	39	30	23	6	2	±4	2.0	±0.1	
E5 – E9	99	±1	41	32	20	5	3	±2	2.0	±0.1	
Officers	99	±1	45	34	16	4	2	±3	1.8	±0.1	
O1 – O3	99	±1	46	34	14	4	2	±5	1.8	±0.1	
O4 – O6	99	±1	44	34	16	4	2	±4	1.9	±0.1	
Male	99	±1	42	31	20	4	3	±2	1.9	±0.1	
Female	99	±1	35	32	24	6	2	±4	2.1	±0.1	
White	99	±1	41	33	19	5	2	±3	1.9	±0.1	
Total Minority	99	±1	39	30	23	5	3	±2	2.0	±0.1	
Black	99	±1	42	28	22	6	3	±3	2.0	±0.1	
Hispanic	99	±1	40	30	24	5	2	±4	2.0	±0.1	
AIAN	99	±1	40	27	24	5	4	±15	2.0	±0.3	
Asian	100	±1	31	34	26	6	3	±5	2.1	±0.1	
NHPI	100	±1	37	34	21	5	2	±15	2.0	±0.3	
Two or More Races	100	±1	36	33	23	4	3	±8	2.1	±0.2	
AGR/FTS/AR	99	±1	38	32	21	5	3	±4	2.0	±0.1	
Other Selected Reserve	99	±1	41	32	20	5	2	±2	2.0	±0.1	
Reserve Unit	99	±1	41	32	20	5	2	±2	2.0	±0.1	
Military Technician	99	±1	42	30	22	5	2	±4	1.9	±0.1	
IMA	99	±1	50	30	15	3	2	±3	1.8	±0.1	
Not Activated Past 12 Months	99	±1	41	31	20	4	3	±2	2.0	±0.1	
Activated Past 12 Months	99	±1	39	33	20	6	2	±4	2.0	±0.1	
Not Deployed Past 12 Months	99	±1	41	31	20	5	3	±2	2.0	±0.1	
Deployed Past 12 Months	99	±1	38	33	21	6	2	±5	2.0	±0.1	
ARNG	99	±1	39	31	22	6	3	±3	2.0	±0.1	
White	99	±1	39	32	20	6	3	±4	2.0	±0.1	
Total Minority	99	±1	38	29	24	5	3	±4	2.1	±0.1	
Black	99	±1	43	25	22	7	3	±5	2.0	±0.2	
Hispanic	99	±1	36	32	26	4	2	±8	2.0	±0.2	
Other Race/Ethnicity	100	±1	31	32	26	6	5	±9	2.2	±0.2	
Enlisted	99	±1	38	31	22	6	3	±4	2.0	±0.1	
E1 – E4	99	±2	37	30	24	7	2	±6	2.1	±0.2	
E5 – E9	100	±1	38	33	21	5	3	±4	2.0	±0.1	
Officers	99	±1	45	32	17	4	3	±6	1.9	±0.2	
USAR	99	±1	39	33	22	4	2	±4	2.0	±0.1	
White	100	±1	38	36	20	3	2	±6	1.9	±0.1	
Total Minority	99	±1	39	29	23	6	2	±3	2.0	±0.1	
Black	99	±1	38	30	23	6	2	±5	2.0	±0.1	
Hispanic	98	±2	43	26	22	6	3	±6	2.0	±0.1	
Other Race/Ethnicity	100	±1	35	33	24	5	2	±9	2.1	±0.2	
Enlisted	99	±1	39	32	23	5	2	±4	2.0	±0.1	
E1 – E4	100	±1	38	30	25	5	2	±6	2.0	±0.2	
E5 – E9	99	±1	39	34	20	5	2	±4	2.0	±0.1	
Officers	99	±2	39	38	16	4	2	±6	1.9	±0.2	

Note. Percent responding are Reserve component members who answered the question.

58f. Continued	Percent Responding		Percentages					Max ME	Average Occurrence		
			1	2	3	4	5				
USNR	99	±1	37	32	23	5	2	±4	2.0	±0.1	
White	99	±2	39	32	22	4	2	±6	2.0	±0.1	
Total Minority	100	±1	35	33	25	5	3	±4	2.1	±0.1	
Black	99	±1	39	30	22	6	2	±5	2.0	±0.1	
Hispanic	100	±1	34	32	26	6	2	±6	2.1	±0.2	
Other Race/Ethnicity	100	±1	29	38	25	4	4	±7	2.2	±0.2	
Enlisted	99	±1	36	32	25	5	2	±4	2.1	±0.1	
E1 – E4	99	±3	33	30	32	4	1	±8	2.1	±0.2	
E5 – E9	99	±1	37	33	23	5	3	±5	2.0	±0.1	
Officers	100	±1	43	34	16	5	2	±6	1.9	±0.2	
USMCR	99	±2	38	31	23	5	3	±5	2.0	±0.1	
White	99	±2	40	31	20	6	3	±7	2.0	±0.2	
Total Minority	98	±3	33	32	28	3	4	±6	2.1	±0.2	
Black	99	±2	40	28	24	1	7	±18	2.1	±0.4	
Hispanic	97	±5	32	34	28	4	3	±10	2.1	±0.2	
Other Race/Ethnicity	100	±0	31	31	31	4	3	±13	2.2	±0.3	
Enlisted	99	±2	36	32	24	5	3	±6	2.1	±0.2	
E1 – E4	98	±2	36	32	24	4	4	±8	2.1	±0.2	
E5 – E9	100	±1	38	30	24	6	2	±7	2.0	±0.2	
Officers	100	±1	51	29	15	4	2	±5	1.8	±0.1	
ANG	99	±1	47	33	15	4	2	±3	1.8	±0.1	
White	99	±1	47	33	14	4	2	±3	1.8	±0.1	
Total Minority	99	±1	46	31	17	4	2	±4	1.9	±0.1	
Black	99	±1	45	32	16	4	3	±5	1.9	±0.1	
Hispanic	98	±2	46	30	18	4	2	±6	1.9	±0.2	
Other Race/Ethnicity	99	±1	45	33	18	3	1	±7	1.8	±0.1	
Enlisted	99	±1	47	33	15	4	2	±3	1.8	±0.1	
E1 – E4	99	±2	50	33	11	3	2	±6	1.8	±0.2	
E5 – E9	99	±1	46	32	16	4	2	±3	1.8	±0.1	
Officers	99	±2	49	33	15	3	1	±6	1.8	±0.2	
USAFR	99	±1	52	28	15	3	2	±3	1.7	±0.1	
White	99	±1	53	28	14	3	2	±4	1.7	±0.1	
Total Minority	99	±1	49	29	17	3	2	±4	1.8	±0.1	
Black	98	±2	49	30	16	3	2	±5	1.8	±0.1	
Hispanic	100	±1	53	26	15	4	1	±7	1.7	±0.2	
Other Race/Ethnicity	99	±1	43	32	20	4	1	±7	1.9	±0.2	
Enlisted	99	±1	52	26	17	3	2	±4	1.8	±0.1	
E1 – E4	98	±2	56	24	15	3	2	±6	1.7	±0.2	
E5 – E9	99	±1	50	27	17	3	2	±4	1.8	±0.1	
Officers	99	±1	52	35	9	3	1	±6	1.6	±0.1	
USCGR	99	±1	45	34	15	4	2	±5	1.8	±0.1	
White	99	±1	47	34	13	4	2	±5	1.8	±0.1	
Total Minority	100	±1	41	33	19	3	3	±7	1.9	±0.2	
Black	98	±4	52	28	10	8	2	±22	1.8	±0.4	
Hispanic	100	±0	40	38	16	2	4	±9	1.9	±0.2	
Other Race/Ethnicity	100	±0	39	28	29	3	3	±14	2.0	±0.3	
Enlisted	99	±1	44	34	16	4	2	±5	1.9	±0.1	
E1 – E4	99	±1	43	34	16	5	1	±8	1.9	±0.2	
E5 – E9	100	±1	45	34	15	4	3	±6	1.9	±0.2	
Officers	99	±2	51	32	12	5	1	±6	1.7	±0.2	

Note. Percent responding are Reserve component members who answered the question.

58. In the past month, how often have you...**g. Been able to control irritations in your life?**1. Never
4. Fairly often2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Occurrence		
			1	2	3	4	5				
TOTAL DOD	99	±1	7	7	24	35	27	±2	3.7	±0.1	
Enlisted	99	±1	7	8	25	35	26	±2	3.6	±0.1	
E1 – E4	99	±1	8	8	28	32	25	±4	3.6	±0.1	
E5 – E9	99	±1	6	7	23	37	26	±2	3.7	±0.1	
Officers	99	±1	5	5	19	37	34	±3	3.9	±0.1	
O1 – O3	99	±1	6	4	20	36	33	±5	3.9	±0.2	
O4 – O6	99	±2	4	5	17	38	36	±4	4.0	±0.1	
Male	99	±1	7	7	24	35	28	±2	3.7	±0.1	
Female	99	±1	5	8	26	37	24	±4	3.7	±0.1	
White	99	±1	5	7	23	37	27	±3	3.7	±0.1	
Total Minority	99	±1	9	7	26	31	27	±2	3.6	±0.1	
Black	99	±1	9	6	27	29	30	±3	3.7	±0.1	
Hispanic	99	±1	10	8	24	32	26	±3	3.6	±0.1	
AIAN	98	±2	7	9	40	27	17	±15	3.4	±0.3	
Asian	99	±1	9	8	28	34	20	±5	3.5	±0.1	
NHPI	100	±1	6	9	26	30	29	±17	3.7	±0.3	
Two or More Races	100	±1	5	7	26	34	29	±8	3.8	±0.2	
AGR/FTS/AR	99	±1	4	7	27	35	27	±4	3.7	±0.1	
Other Selected Reserve	99	±1	7	7	24	35	27	±2	3.7	±0.1	
Reserve Unit	99	±1	7	7	24	35	27	±2	3.7	±0.1	
Military Technician	99	±1	7	7	23	36	27	±4	3.7	±0.1	
IMA	99	±1	7	5	15	38	35	±3	3.9	±0.1	
Not Activated Past 12 Months	99	±1	7	7	24	35	27	±2	3.7	±0.1	
Activated Past 12 Months	99	±1	6	8	26	34	26	±4	3.7	±0.1	
Not Deployed Past 12 Months	99	±1	7	7	24	35	28	±2	3.7	±0.1	
Deployed Past 12 Months	99	±1	5	8	28	36	24	±5	3.6	±0.1	
ARNG	99	±1	6	8	26	34	26	±3	3.7	±0.1	
White	99	±1	5	8	26	36	25	±4	3.7	±0.1	
Total Minority	99	±1	8	8	27	30	28	±4	3.6	±0.1	
Black	99	±1	8	6	28	28	29	±5	3.6	±0.2	
Hispanic	100	±1	8	10	25	32	25	±7	3.6	±0.2	
Other Race/Ethnicity	99	±1	6	8	27	30	30	±10	3.7	±0.2	
Enlisted	99	±1	6	8	27	34	24	±4	3.6	±0.1	
E1 – E4	99	±1	6	9	29	31	25	±6	3.6	±0.2	
E5 – E9	99	±1	6	8	25	37	24	±4	3.7	±0.1	
Officers	99	±2	6	3	21	35	36	±6	3.9	±0.2	
USAR	99	±1	7	8	26	35	25	±4	3.6	±0.1	
White	100	±1	4	8	24	38	26	±5	3.7	±0.2	
Total Minority	99	±1	10	7	28	30	25	±3	3.5	±0.1	
Black	98	±2	8	6	28	28	30	±4	3.7	±0.1	
Hispanic	99	±1	14	7	24	30	24	±5	3.4	±0.2	
Other Race/Ethnicity	100	±1	6	8	36	35	14	±9	3.4	±0.2	
Enlisted	99	±1	7	8	27	34	24	±4	3.6	±0.1	
E1 – E4	99	±1	9	7	30	32	23	±6	3.5	±0.2	
E5 – E9	99	±1	6	8	24	37	25	±4	3.7	±0.1	
Officers	99	±2	5	7	20	37	31	±6	3.8	±0.2	

Note. Percent responding are Reserve component members who answered the question.

58g. Continued	Percent Responding		Percentages					Max ME	Average Occurrence		
			1	2	3	4	5				
USNR	99	±1	7	7	24	35	27	±4	3.7	±0.1	
White	99	±1	6	7	23	37	27	±5	3.7	±0.2	
Total Minority	99	±1	8	7	26	33	27	±4	3.6	±0.1	
Black	99	±2	8	6	26	31	29	±5	3.7	±0.2	
Hispanic	99	±1	8	6	23	34	28	±7	3.7	±0.2	
Other Race/Ethnicity	99	±1	8	8	29	33	23	±7	3.5	±0.2	
Enlisted	99	±1	8	8	26	34	24	±4	3.6	±0.1	
E1 – E4	99	±1	9	9	30	34	18	±8	3.4	±0.2	
E5 – E9	99	±1	7	8	25	34	26	±5	3.6	±0.2	
Officers	99	±1	3	2	17	40	38	±6	4.1	±0.1	
USMCR	99	±1	8	9	26	35	23	±5	3.6	±0.2	
White	100	±0	7	8	23	36	26	±7	3.7	±0.2	
Total Minority	98	±3	10	9	31	33	18	±6	3.4	±0.2	
Black	98	±3	7	6	33	34	21	±11	3.6	±0.2	
Hispanic	97	±5	9	10	29	36	15	±10	3.4	±0.3	
Other Race/Ethnicity	100	±0	14	8	32	24	22	±15	3.3	±0.4	
Enlisted	99	±1	8	9	26	35	22	±6	3.5	±0.2	
E1 – E4	99	±2	9	9	27	33	22	±8	3.5	±0.2	
E5 – E9	100	±1	5	10	25	38	23	±7	3.6	±0.2	
Officers	100	±0	6	4	20	37	33	±5	3.8	±0.1	
ANG	99	±1	6	6	19	38	31	±3	3.8	±0.1	
White	99	±1	6	6	19	40	30	±3	3.8	±0.1	
Total Minority	99	±1	9	6	19	34	32	±4	3.7	±0.1	
Black	99	±1	10	7	20	32	31	±4	3.7	±0.2	
Hispanic	99	±1	9	4	19	33	35	±6	3.8	±0.2	
Other Race/Ethnicity	100	±1	7	7	18	37	30	±7	3.8	±0.2	
Enlisted	99	±1	7	6	19	38	30	±3	3.8	±0.1	
E1 – E4	100	±1	9	6	16	35	33	±6	3.8	±0.2	
E5 – E9	99	±1	6	6	20	39	30	±3	3.8	±0.1	
Officers	99	±2	4	3	18	42	32	±6	4.0	±0.2	
USAFR	99	±1	9	5	16	36	34	±3	3.8	±0.1	
White	99	±1	8	5	15	38	34	±4	3.9	±0.1	
Total Minority	99	±1	10	5	19	33	34	±4	3.8	±0.1	
Black	99	±2	10	5	21	29	35	±5	3.7	±0.2	
Hispanic	98	±2	11	3	16	37	33	±7	3.8	±0.2	
Other Race/Ethnicity	100	±1	7	7	19	34	33	±7	3.8	±0.2	
Enlisted	99	±1	9	4	18	36	33	±4	3.8	±0.1	
E1 – E4	99	±1	11	5	18	32	34	±6	3.7	±0.2	
E5 – E9	98	±1	8	4	17	37	33	±4	3.8	±0.1	
Officers	100	±1	6	7	11	38	37	±6	3.9	±0.2	
USCGR	99	±1	8	7	17	41	28	±5	3.7	±0.1	
White	99	±1	9	6	15	42	28	±5	3.7	±0.2	
Total Minority	99	±2	6	8	22	37	27	±7	3.7	±0.2	
Black	100	±0	5	2	30	24	39	±18	3.9	±0.4	
Hispanic	98	±3	7	10	15	42	26	±10	3.7	±0.2	
Other Race/Ethnicity	100	±0	5	8	30	37	21	±13	3.6	±0.3	
Enlisted	99	±1	8	7	17	42	26	±5	3.7	±0.2	
E1 – E4	98	±2	7	9	19	41	24	±8	3.7	±0.2	
E5 – E9	100	±1	9	6	17	42	27	±6	3.7	±0.2	
Officers	98	±2	7	6	13	39	35	±7	3.9	±0.2	

Note. Percent responding are Reserve component members who answered the question.

58. In the past month, how often have you...**h. Felt that you were on top of things?**1. Never
4. Fairly often2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Occurrence		
			1	2	3	4	5				
TOTAL DOD	98	±1	5	7	25	39	24	±2	3.7	±0.1	
Enlisted	98	±1	5	7	27	38	23	±2	3.7	±0.1	
E1 – E4	98	±1	7	8	30	34	22	±4	3.6	±0.1	
E5 – E9	98	±1	5	6	24	42	23	±2	3.7	±0.1	
Officers	98	±1	3	5	18	43	31	±3	3.9	±0.1	
O1 – O3	98	±2	4	5	21	42	29	±5	3.9	±0.2	
O4 – O6	98	±1	2	5	15	45	33	±4	4.0	±0.1	
Male	98	±1	5	7	24	39	24	±2	3.7	±0.1	
Female	97	±1	4	5	29	39	23	±4	3.7	±0.1	
White	98	±1	4	7	24	41	24	±3	3.7	±0.1	
Total Minority	98	±1	7	6	28	35	24	±2	3.6	±0.1	
Black	97	±1	6	4	29	34	28	±3	3.7	±0.1	
Hispanic	98	±2	8	7	26	37	22	±3	3.6	±0.1	
AIAN	99	±1	6	13	32	30	19	±19	3.4	±0.4	
Asian	99	±1	9	9	31	35	16	±5	3.4	±0.1	
NHPI	99	±1	5	5	26	37	26	±17	3.7	±0.3	
Two or More Races	98	±2	3	7	30	35	25	±9	3.7	±0.2	
AGR/FTS/AR	98	±1	3	6	26	39	26	±4	3.8	±0.1	
Other Selected Reserve	98	±1	5	7	25	39	24	±2	3.7	±0.1	
Reserve Unit	98	±1	5	7	25	39	24	±2	3.7	±0.1	
Military Technician	98	±1	6	5	23	42	23	±4	3.7	±0.1	
IMA	97	±1	5	3	16	44	32	±3	3.9	±0.1	
Not Activated Past 12 Months	98	±1	5	7	25	39	24	±2	3.7	±0.1	
Activated Past 12 Months	98	±1	5	6	27	39	24	±4	3.7	±0.1	
Not Deployed Past 12 Months	98	±1	5	7	25	39	24	±2	3.7	±0.1	
Deployed Past 12 Months	98	±1	4	5	29	38	24	±5	3.7	±0.1	
ARNG	98	±1	5	8	28	38	22	±3	3.6	±0.1	
White	98	±2	4	8	27	40	21	±4	3.6	±0.1	
Total Minority	99	±1	7	7	29	33	24	±4	3.6	±0.1	
Black	98	±2	6	4	31	32	28	±5	3.7	±0.2	
Hispanic	99	±2	8	8	27	38	20	±7	3.5	±0.2	
Other Race/Ethnicity	99	±1	6	9	31	28	26	±10	3.6	±0.2	
Enlisted	98	±1	5	8	29	37	20	±4	3.6	±0.1	
E1 – E4	98	±2	6	9	33	33	19	±6	3.5	±0.2	
E5 – E9	98	±1	5	8	25	41	21	±4	3.7	±0.1	
Officers	99	±2	5	3	19	42	31	±6	3.9	±0.2	
USAR	97	±1	5	7	26	38	24	±4	3.7	±0.1	
White	98	±2	4	7	24	41	25	±5	3.8	±0.2	
Total Minority	97	±2	7	7	30	34	23	±3	3.6	±0.1	
Black	97	±2	5	5	30	32	28	±4	3.7	±0.1	
Hispanic	95	±4	11	7	26	34	22	±5	3.5	±0.2	
Other Race/Ethnicity	99	±2	5	12	35	35	14	±9	3.4	±0.2	
Enlisted	97	±2	6	7	28	36	23	±4	3.6	±0.1	
E1 – E4	98	±2	7	8	30	31	23	±6	3.6	±0.2	
E5 – E9	97	±2	4	5	26	42	22	±4	3.7	±0.1	
Officers	97	±2	2	7	18	45	28	±6	3.9	±0.2	

Note. Percent responding are Reserve component members who answered the question.

58h. Continued	Percent Responding		Percentages					Max ME	Average Occurrence		
			1	2	3	4	5				
USNR	98	±1	5	6	24	40	24	±4	3.7	±0.1	
White	99	±2	4	6	22	43	26	±6	3.8	±0.2	
Total Minority	98	±1	7	7	28	36	22	±4	3.6	±0.1	
Black	97	±2	7	7	29	32	25	±5	3.6	±0.2	
Hispanic	98	±2	6	7	27	39	21	±6	3.6	±0.2	
Other Race/Ethnicity	99	±1	7	7	29	38	19	±7	3.6	±0.2	
Enlisted	98	±1	6	7	26	40	21	±4	3.6	±0.1	
E1 – E4	99	±1	6	7	32	35	20	±8	3.6	±0.2	
E5 – E9	98	±2	6	7	24	41	22	±5	3.7	±0.1	
Officers	99	±1	1	3	18	43	34	±6	4.0	±0.1	
USMCR	99	±2	6	7	27	38	22	±5	3.6	±0.2	
White	98	±2	5	8	24	40	24	±7	3.7	±0.2	
Total Minority	99	±1	7	5	32	36	20	±7	3.6	±0.2	
Black	99	±1	6	6	26	42	20	±11	3.7	±0.2	
Hispanic	99	±1	8	5	35	33	19	±9	3.5	±0.3	
Other Race/Ethnicity	98	±2	7	4	31	36	22	±14	3.6	±0.3	
Enlisted	99	±2	6	7	28	37	21	±6	3.6	±0.2	
E1 – E4	98	±2	6	7	31	35	21	±8	3.6	±0.2	
E5 – E9	99	±1	5	6	23	43	23	±7	3.7	±0.2	
Officers	98	±2	6	4	15	45	31	±5	3.9	±0.1	
ANG	98	±1	5	5	20	44	27	±3	3.8	±0.1	
White	97	±1	4	5	19	44	27	±3	3.9	±0.1	
Total Minority	98	±1	7	5	22	42	25	±4	3.7	±0.1	
Black	98	±2	5	5	23	41	26	±5	3.8	±0.1	
Hispanic	99	±1	7	5	22	39	28	±6	3.8	±0.2	
Other Race/Ethnicity	99	±1	8	6	20	47	19	±7	3.6	±0.2	
Enlisted	98	±1	5	5	20	43	26	±3	3.8	±0.1	
E1 – E4	98	±2	7	5	19	43	25	±6	3.7	±0.2	
E5 – E9	97	±1	4	5	21	43	26	±3	3.8	±0.1	
Officers	97	±2	2	6	16	45	31	±6	4.0	±0.2	
USAFR	97	±1	6	4	17	42	31	±3	3.9	±0.1	
White	97	±2	6	4	16	43	32	±4	3.9	±0.1	
Total Minority	97	±2	7	3	19	41	30	±4	3.8	±0.1	
Black	96	±3	7	3	19	38	32	±5	3.8	±0.2	
Hispanic	98	±1	7	2	17	45	28	±7	3.9	±0.2	
Other Race/Ethnicity	98	±2	5	5	23	38	28	±7	3.8	±0.2	
Enlisted	97	±2	7	3	18	42	30	±4	3.9	±0.1	
E1 – E4	98	±2	10	3	18	37	32	±6	3.8	±0.2	
E5 – E9	97	±2	5	3	18	44	29	±4	3.9	±0.1	
Officers	98	±2	4	5	12	44	36	±6	4.0	±0.2	
USCGR	97	±2	6	5	17	45	27	±5	3.8	±0.1	
White	97	±2	6	5	16	45	27	±6	3.8	±0.2	
Total Minority	98	±2	4	6	18	46	25	±7	3.8	±0.2	
Black	98	±4	3	NR	24	45	28	±20	4.0	±0.3	
Hispanic	98	±2	6	8	15	44	27	±9	3.8	±0.2	
Other Race/Ethnicity	98	±3	2	8	20	49	21	±12	3.8	±0.3	
Enlisted	98	±2	6	6	17	46	26	±5	3.8	±0.2	
E1 – E4	98	±3	6	9	17	44	25	±8	3.7	±0.2	
E5 – E9	98	±2	6	4	17	48	26	±6	3.8	±0.2	
Officers	94	±4	6	3	17	42	33	±6	3.9	±0.2	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

58. In the past month, how often have you...**i. Been angered because of things that were outside of your control?**1. Never
4. Fairly often2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Occurrence		
			1	2	3	4	5				
TOTAL DOD	100	±1	21	30	35	10	4	±2	2.5	±0.1	
Enlisted	100	±1	21	29	35	10	5	±2	2.5	±0.1	
E1 – E4	99	±1	23	28	34	9	6	±4	2.5	±0.1	
E5 – E9	100	±1	19	30	35	10	4	±2	2.5	±0.1	
Officers	99	±1	20	35	35	9	2	±3	2.4	±0.1	
O1 – O3	100	±1	21	32	36	9	2	±5	2.4	±0.1	
O4 – O6	99	±2	20	38	32	8	1	±4	2.3	±0.1	
Male	100	±1	22	30	34	10	5	±2	2.4	±0.1	
Female	99	±1	17	31	39	9	4	±4	2.5	±0.1	
White	99	±1	20	31	34	10	4	±3	2.5	±0.1	
Total Minority	100	±1	22	29	36	9	5	±2	2.4	±0.1	
Black	100	±1	23	28	36	9	4	±3	2.4	±0.1	
Hispanic	100	±1	24	28	35	8	5	±3	2.4	±0.1	
AIAN	99	±1	13	27	39	10	11	±21	2.8	±0.4	
Asian	100	±1	20	29	40	8	3	±5	2.5	±0.1	
NHPI	100	±1	21	26	34	14	5	±19	2.5	±0.4	
Two or More Races	99	±1	16	32	35	12	5	±8	2.6	±0.2	
AGR/FTS/AR	99	±1	13	30	39	13	5	±4	2.7	±0.1	
Other Selected Reserve	100	±1	22	30	34	9	4	±2	2.4	±0.1	
Reserve Unit	100	±1	22	30	34	9	4	±2	2.4	±0.1	
Military Technician	100	±1	22	30	35	8	5	±4	2.4	±0.1	
IMA	99	±1	23	38	32	6	1	±3	2.2	±0.1	
Not Activated Past 12 Months	99	±1	21	31	34	9	5	±2	2.4	±0.1	
Activated Past 12 Months	100	±1	20	28	36	12	4	±4	2.5	±0.1	
Not Deployed Past 12 Months	99	±1	22	31	34	9	4	±2	2.4	±0.1	
Deployed Past 12 Months	100	±1	18	27	37	13	4	±5	2.6	±0.1	
ARNG	100	±1	21	28	35	11	6	±3	2.5	±0.1	
White	99	±1	20	27	35	12	6	±4	2.6	±0.1	
Total Minority	100	±1	22	28	36	8	5	±4	2.5	±0.1	
Black	100	±1	23	27	38	7	5	±5	2.4	±0.2	
Hispanic	100	±1	24	30	34	8	5	±7	2.4	±0.2	
Other Race/Ethnicity	99	±1	17	25	39	12	7	±9	2.7	±0.2	
Enlisted	100	±1	21	27	35	11	6	±4	2.5	±0.1	
E1 – E4	100	±1	23	27	33	10	7	±6	2.5	±0.2	
E5 – E9	100	±1	19	27	36	12	6	±4	2.6	±0.1	
Officers	99	±2	19	31	38	10	2	±6	2.5	±0.2	
USAR	99	±1	19	31	35	11	4	±4	2.5	±0.1	
White	99	±1	17	35	34	11	3	±5	2.5	±0.2	
Total Minority	100	±1	22	27	36	10	5	±3	2.5	±0.1	
Black	100	±1	22	27	36	11	4	±4	2.5	±0.1	
Hispanic	99	±1	24	26	35	9	6	±5	2.5	±0.2	
Other Race/Ethnicity	100	±1	17	29	36	12	6	±8	2.6	±0.2	
Enlisted	100	±1	19	30	35	11	5	±4	2.5	±0.1	
E1 – E4	99	±2	22	29	35	9	5	±6	2.5	±0.2	
E5 – E9	100	±1	17	31	35	13	4	±4	2.5	±0.1	
Officers	99	±2	19	36	33	11	1	±6	2.4	±0.2	

Note. Percent responding are Reserve component members who answered the question.

58i. Continued	Percent Responding		Percentages					Max ME	Average Occurrence		
			1	2	3	4	5				
USNR	100	±1	20	31	38	9	2	±4	2.4	±0.1	
White	100	±0	19	32	39	8	2	±6	2.4	±0.1	
Total Minority	99	±1	21	29	37	9	4	±4	2.5	±0.1	
Black	98	±2	23	29	35	8	5	±5	2.4	±0.2	
Hispanic	99	±1	22	28	37	10	3	±6	2.4	±0.2	
Other Race/Ethnicity	99	±1	18	32	38	10	2	±7	2.5	±0.2	
Enlisted	100	±1	20	29	38	10	3	±4	2.5	±0.1	
E1 – E4	99	±1	19	26	40	12	3	±8	2.5	±0.2	
E5 – E9	100	±1	21	30	37	9	3	±5	2.4	±0.1	
Officers	100	±1	18	37	38	5	1	±6	2.3	±0.1	
USMCR	99	±1	16	25	40	12	7	±5	2.7	±0.2	
White	99	±2	15	26	40	13	5	±7	2.7	±0.2	
Total Minority	100	±1	19	22	41	10	9	±6	2.7	±0.2	
Black	99	±2	18	21	40	8	13	±14	2.8	±0.3	
Hispanic	100	±1	21	21	41	10	6	±10	2.6	±0.3	
Other Race/Ethnicity	99	±2	13	23	42	11	12	±16	2.9	±0.4	
Enlisted	99	±1	16	24	41	12	7	±6	2.7	±0.2	
E1 – E4	99	±2	18	23	40	12	7	±8	2.7	±0.2	
E5 – E9	100	±1	11	26	43	13	7	±7	2.8	±0.2	
Officers	100	±0	18	34	38	8	2	±5	2.4	±0.1	
ANG	100	±1	22	35	33	7	2	±3	2.3	±0.1	
White	100	±1	22	36	33	7	2	±3	2.3	±0.1	
Total Minority	99	±1	23	34	33	7	3	±4	2.3	±0.1	
Black	99	±1	24	34	32	6	4	±5	2.3	±0.1	
Hispanic	99	±1	23	31	34	9	2	±6	2.4	±0.2	
Other Race/Ethnicity	100	±1	21	37	33	8	1	±7	2.3	±0.2	
Enlisted	100	±1	22	36	33	7	3	±3	2.3	±0.1	
E1 – E4	100	±1	29	35	30	6	1	±6	2.2	±0.2	
E5 – E9	99	±1	20	36	34	7	3	±3	2.4	±0.1	
Officers	100	±1	22	34	34	8	2	±6	2.3	±0.2	
USAFR	100	±1	28	35	29	6	2	±3	2.2	±0.1	
White	100	±1	28	36	28	7	2	±4	2.2	±0.1	
Total Minority	100	±1	28	34	31	5	2	±4	2.2	±0.1	
Black	100	±1	28	33	32	6	1	±5	2.2	±0.1	
Hispanic	100	±1	30	34	27	6	3	±7	2.2	±0.2	
Other Race/Ethnicity	99	±1	25	36	35	4	0	±7	2.2	±0.1	
Enlisted	100	±1	28	33	30	7	2	±4	2.2	±0.1	
E1 – E4	100	±1	36	31	25	5	2	±6	2.1	±0.2	
E5 – E9	100	±1	25	34	32	7	2	±4	2.3	±0.1	
Officers	100	±1	28	42	24	5	2	±6	2.1	±0.2	
USCGR	100	±1	23	35	33	6	3	±4	2.3	±0.1	
White	99	±1	23	38	32	6	2	±5	2.2	±0.1	
Total Minority	100	±0	22	30	34	7	7	±7	2.5	±0.2	
Black	100	±0	30	21	32	11	NR	±20	2.4	±0.5	
Hispanic	100	±0	23	33	34	6	4	±9	2.4	±0.2	
Other Race/Ethnicity	100	±0	18	28	35	8	12	±14	2.7	±0.4	
Enlisted	100	±1	22	35	33	7	3	±5	2.3	±0.1	
E1 – E4	99	±1	22	31	35	7	5	±8	2.4	±0.2	
E5 – E9	100	±0	22	37	33	6	2	±6	2.3	±0.2	
Officers	99	±2	28	39	28	3	1	±7	2.1	±0.2	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

58. In the past month, how often have you...**j. Felt difficulties were piling up so high that you could not overcome them?**1. Never
4. Fairly often2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Occurrence		
			1	2	3	4	5				
TOTAL DOD	100	±1	40	31	21	5	2	±2	2.0	±0.1	
Enlisted	100	±1	39	31	22	5	3	±2	2.0	±0.1	
E1 – E4	100	±1	37	29	24	5	4	±4	2.1	±0.1	
E5 – E9	100	±1	41	32	20	4	2	±2	1.9	±0.1	
Officers	100	±1	44	34	17	4	2	±3	1.8	±0.1	
O1 – O3	100	±1	41	37	17	3	2	±5	1.9	±0.1	
O4 – O6	100	±1	47	32	16	4	1	±4	1.8	±0.1	
Male	100	±1	41	31	21	4	3	±2	2.0	±0.1	
Female	100	±1	36	32	23	5	2	±4	2.0	±0.1	
White	100	±1	41	32	20	5	2	±3	2.0	±0.1	
Total Minority	100	±1	39	30	23	5	3	±2	2.0	±0.1	
Black	100	±1	41	29	22	5	2	±3	2.0	±0.1	
Hispanic	100	±1	41	31	22	4	3	±3	2.0	±0.1	
AIAN	100	±1	32	26	38	3	1	±15	2.2	±0.3	
Asian	100	±1	32	35	27	5	2	±5	2.1	±0.1	
NHPI	99	±2	38	27	27	4	3	±15	2.1	±0.3	
Two or More Races	99	±1	34	29	28	6	3	±9	2.1	±0.2	
AGR/FTS/AR	100	±1	36	33	22	6	2	±4	2.0	±0.1	
Other Selected Reserve	100	±1	41	31	21	5	2	±2	2.0	±0.1	
Reserve Unit	100	±1	40	31	21	5	3	±2	2.0	±0.1	
Military Technician	100	±1	42	31	22	3	2	±4	1.9	±0.1	
IMA	99	±1	50	32	14	3	1	±3	1.7	±0.1	
Not Activated Past 12 Months	100	±1	41	31	21	5	2	±2	2.0	±0.1	
Activated Past 12 Months	100	±1	39	34	21	4	3	±4	2.0	±0.1	
Not Deployed Past 12 Months	100	±1	41	31	21	5	2	±2	2.0	±0.1	
Deployed Past 12 Months	100	±1	38	34	20	5	3	±5	2.0	±0.1	
ARNG	100	±1	37	31	22	6	3	±3	2.1	±0.1	
White	100	±1	37	32	22	6	3	±4	2.1	±0.1	
Total Minority	100	±1	38	30	24	5	3	±4	2.1	±0.1	
Black	100	±1	38	30	23	5	3	±5	2.0	±0.2	
Hispanic	100	±1	40	31	22	4	3	±7	2.0	±0.2	
Other Race/Ethnicity	100	±1	32	29	29	5	5	±9	2.2	±0.2	
Enlisted	100	±1	37	31	23	6	3	±4	2.1	±0.1	
E1 – E4	100	±1	35	30	24	7	4	±6	2.2	±0.2	
E5 – E9	100	±1	38	33	21	6	3	±4	2.0	±0.1	
Officers	100	±1	41	33	20	4	2	±6	1.9	±0.2	
USAR	100	±1	39	31	23	5	2	±4	2.0	±0.1	
White	100	±1	39	33	21	4	3	±5	2.0	±0.2	
Total Minority	100	±1	39	29	25	5	2	±3	2.0	±0.1	
Black	100	±1	40	29	23	6	2	±5	2.0	±0.1	
Hispanic	100	±1	41	30	21	4	4	±6	2.0	±0.2	
Other Race/Ethnicity	99	±2	31	29	34	5	2	±9	2.2	±0.2	
Enlisted	100	±1	38	31	24	5	3	±4	2.0	±0.1	
E1 – E4	100	±1	36	28	27	5	4	±6	2.1	±0.2	
E5 – E9	100	±1	40	33	21	4	2	±4	1.9	±0.1	
Officers	99	±1	43	34	17	4	2	±6	1.9	±0.2	

Note. Percent responding are Reserve component members who answered the question.

58j. Continued	Percent Responding		Percentages					Max ME	Average Occurrence		
			1	2	3	4	5				
USNR	100	±1	38	33	23	4	1	±4	2.0	±0.1	
White	100	±0	41	33	23	3	1	±5	1.9	±0.1	
Total Minority	100	±1	35	34	24	5	2	±4	2.1	±0.1	
Black	100	±1	39	32	21	5	2	±5	2.0	±0.1	
Hispanic	100	±0	35	35	25	4	2	±6	2.0	±0.2	
Other Race/Ethnicity	99	±1	30	35	27	7	1	±7	2.2	±0.2	
Enlisted	100	±1	37	32	25	4	1	±4	2.0	±0.1	
E1 – E4	100	±1	32	31	31	5	2	±8	2.1	±0.2	
E5 – E9	100	±1	38	33	24	4	1	±5	2.0	±0.1	
Officers	100	±1	44	37	15	2	1	±6	1.8	±0.1	
USMCR	100	±1	38	30	24	5	3	±5	2.0	±0.2	
White	100	±0	41	31	21	5	3	±7	2.0	±0.2	
Total Minority	100	±1	34	28	30	4	4	±7	2.2	±0.2	
Black	100	±0	40	24	24	5	7	±18	2.1	±0.4	
Hispanic	100	±1	34	27	33	3	3	±10	2.1	±0.2	
Other Race/Ethnicity	100	±0	24	35	29	9	3	±14	2.3	±0.2	
Enlisted	100	±1	37	29	25	5	3	±6	2.1	±0.2	
E1 – E4	100	±0	37	29	25	5	4	±8	2.1	±0.2	
E5 – E9	100	±1	38	30	25	6	2	±6	2.0	±0.2	
Officers	100	±0	48	33	14	4	1	±5	1.8	±0.1	
ANG	100	±1	47	33	17	2	1	±3	1.8	±0.1	
White	100	±1	47	32	17	2	1	±3	1.8	±0.1	
Total Minority	100	±1	45	33	18	3	2	±4	1.8	±0.1	
Black	100	±1	49	29	18	2	2	±5	1.8	±0.1	
Hispanic	100	±1	45	34	16	3	2	±6	1.8	±0.2	
Other Race/Ethnicity	100	±0	41	37	19	2	1	±7	1.8	±0.1	
Enlisted	100	±1	47	32	17	2	1	±3	1.8	±0.1	
E1 – E4	100	±1	48	36	12	2	2	±6	1.7	±0.1	
E5 – E9	100	±1	46	31	19	3	1	±3	1.8	±0.1	
Officers	100	±0	46	33	18	3	1	±6	1.8	±0.2	
USAFR	99	±1	53	30	14	2	1	±3	1.7	±0.1	
White	99	±1	54	31	12	3	1	±4	1.7	±0.1	
Total Minority	100	±1	51	28	18	2	1	±4	1.7	±0.1	
Black	100	±1	51	29	17	2	1	±5	1.7	±0.1	
Hispanic	100	±1	54	28	15	2	1	±7	1.7	±0.2	
Other Race/Ethnicity	100	±1	47	28	23	2	0	±7	1.8	±0.2	
Enlisted	100	±1	52	29	16	3	1	±4	1.7	±0.1	
E1 – E4	99	±1	57	24	16	2	1	±6	1.7	±0.1	
E5 – E9	100	±1	50	31	15	3	1	±4	1.7	±0.1	
Officers	99	±2	55	34	8	2	0	±6	1.6	±0.1	
USCGR	100	±1	44	38	15	2	1	±5	1.8	±0.1	
White	100	±1	46	38	14	1	1	±5	1.7	±0.1	
Total Minority	100	±0	38	39	17	4	2	±7	1.9	±0.2	
Black	100	±0	41	32	19	8	NR	±22	1.9	±0.4	
Hispanic	100	±0	43	39	14	4	1	±9	1.8	±0.2	
Other Race/Ethnicity	100	±0	28	44	22	1	5	±14	2.1	±0.3	
Enlisted	100	±1	42	39	15	2	1	±5	1.8	±0.1	
E1 – E4	99	±1	36	46	12	4	1	±8	1.9	±0.2	
E5 – E9	100	±0	46	35	17	2	1	±6	1.8	±0.1	
Officers	99	±1	52	32	14	1	1	±6	1.7	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

58. Perceived Stress scale: Constructed from Q58. Perceived Stress levels are measured by reported emotional experiences/reactions in the month prior to taking the survey.

	Percent Responding		Mean	Max ME	Perceived Stress
TOTAL DOD	93	±1	12.8	±0.3	
Enlisted	93	±1	13.1	±0.3	
E1 – E4	93	±2	13.7	±0.6	
E5 – E9	93	±1	12.6	±0.3	
Officers	93	±2	10.9	±0.4	
O1 – O3	94	±3	11.4	±0.7	
O4 – O6	92	±2	10.4	±0.5	
Male	93	±1	12.6	±0.3	
Female	93	±2	13.3	±0.5	
White	93	±2	12.6	±0.4	
Total Minority	93	±1	13.2	±0.3	
Black	91	±2	12.7	±0.4	
Hispanic	92	±2	13.2	±0.5	
AIAN	96	±2	15.7	±2.3	
Asian	95	±2	14.2	±0.5	
NHPI	96	±3	13.6	±2.2	
Two or More Races	96	±2	13.7	±1.1	
AGR/FTS/AR	93	±2	13.2	±0.6	
Other Selected Reserve	93	±1	12.7	±0.3	
Reserve Unit	93	±1	12.8	±0.3	
Military Technician	93	±2	12.5	±0.6	
IMA	93	±2	10.4	±0.4	
Not Activated Past 12 Months	93	±1	12.7	±0.3	
Activated Past 12 Months	93	±2	13.1	±0.5	
Not Deployed Past 12 Months	93	±1	12.7	±0.3	
Deployed Past 12 Months	94	±2	13.2	±0.7	
ARNG	94	±2	13.5	±0.5	
White	94	±2	13.5	±0.7	
Total Minority	94	±2	13.5	±0.6	
Black	93	±3	12.9	±0.9	
Hispanic	95	±2	13.6	±0.9	
Other Race/Ethnicity	96	±2	14.4	±1.1	
Enlisted	94	±2	13.8	±0.6	
E1 – E4	93	±3	14.2	±0.9	
E5 – E9	94	±2	13.4	±0.5	
Officers	94	±3	11.6	±0.8	
USAR	92	±2	13.1	±0.5	
White	92	±3	12.6	±0.8	
Total Minority	91	±2	13.7	±0.5	
Black	91	±3	13.0	±0.7	
Hispanic	89	±5	13.5	±0.7	
Other Race/Ethnicity	96	±3	15.4	±1.3	
Enlisted	92	±3	13.4	±0.6	
E1 – E4	92	±4	14.0	±0.9	
E5 – E9	92	±2	12.8	±0.6	
Officers	92	±4	11.3	±0.8	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 0 to 40. Higher scores indicate a higher level of stress. The overall Cronbach's alpha = 0.72 (White = 0.68, Black = 0.73, Hispanic = 0.75, and Other Race/Ethnicity = 0.76). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

58. Continued	Percent Responding		Mean	Max ME	Perceived Stress
USNR	93	±2	12.5	±0.5	
White	94	±3	11.9	±0.7	
Total Minority	92	±2	13.4	±0.4	
Black	90	±3	13.2	±0.7	
Hispanic	91	±4	13.2	±0.7	
Other Race/Ethnicity	94	±2	13.9	±0.8	
Enlisted	92	±3	13.2	±0.6	
E1 – E4	91	±5	14.1	±1.0	
E5 – E9	92	±3	12.8	±0.7	
Officers	97	±2	10.4	±0.8	
USMCR	94	±3	13.8	±0.7	
White	94	±4	13.2	±1.0	
Total Minority	94	±3	14.9	±0.9	
Black	94	±4	14.5	±1.8	
Hispanic	93	±5	14.9	±1.1	
Other Race/Ethnicity	96	±4	15.4	±2.0	
Enlisted	94	±3	14.1	±0.8	
E1 – E4	92	±4	14.3	±1.1	
E5 – E9	96	±2	13.8	±0.8	
Officers	95	±2	10.9	±0.6	
ANG	92	±2	11.1	±0.4	
White	92	±2	11.0	±0.4	
Total Minority	93	±2	11.6	±0.5	
Black	91	±3	11.4	±0.6	
Hispanic	93	±3	11.5	±1.0	
Other Race/Ethnicity	95	±2	11.9	±0.8	
Enlisted	92	±2	11.2	±0.4	
E1 – E4	93	±3	10.8	±0.8	
E5 – E9	92	±2	11.4	±0.4	
Officers	90	±4	10.4	±0.8	
USAFR	91	±2	10.4	±0.4	
White	92	±3	10.1	±0.6	
Total Minority	91	±2	10.8	±0.4	
Black	88	±4	10.8	±0.6	
Hispanic	93	±2	10.5	±0.8	
Other Race/Ethnicity	95	±2	11.4	±0.8	
Enlisted	91	±2	10.7	±0.5	
E1 – E4	92	±3	10.5	±0.8	
E5 – E9	91	±3	10.8	±0.5	
Officers	93	±4	9.1	±0.7	
USCGR	92	±3	11.3	±0.6	
White	93	±3	11.1	±0.7	
Total Minority	92	±4	11.9	±0.9	
Black	94	±6	11.3	±2.6	
Hispanic	92	±5	11.4	±1.0	
Other Race/Ethnicity	93	±7	12.9	±1.9	
Enlisted	93	±3	11.6	±0.7	
E1 – E4	94	±4	12.0	±1.1	
E5 – E9	93	±4	11.3	±0.8	
Officers	87	±5	10.0	±0.9	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 0 to 40. Higher scores indicate a higher level of stress. The overall Cronbach's alpha = 0.72 (White = 0.68, Black = 0.73, Hispanic = 0.75, and Other Race/Ethnicity = 0.76). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

59. Over the past 30 days, have you been bothered by the following problems?**a. Little interest or pleasure in doing things**

1. Not at all

2. Several days

3. More than half the days

4. Nearly every day

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
TOTAL DOD	100	±1	72	21	5	2	±2	1.4	±0.1	
Enlisted	100	±1	71	21	5	3	±2	1.4	±0.1	
E1 – E4	100	±1	70	21	6	3	±4	1.4	±0.1	
E5 – E9	100	±1	72	21	5	2	±2	1.4	±0.1	
Officers	99	±1	76	20	4	1	±3	1.3	±0.1	
O1 – O3	100	±1	75	20	4	1	±5	1.3	±0.1	
O4 – O6	99	±1	77	19	3	1	±4	1.3	±0.1	
Male	100	±1	72	21	5	2	±2	1.4	±0.1	
Female	100	±1	71	22	5	2	±4	1.4	±0.1	
White	100	±1	72	21	5	2	±3	1.4	±0.1	
Total Minority	99	±1	71	21	5	3	±2	1.4	±0.1	
Black	99	±1	75	18	5	3	±3	1.4	±0.1	
Hispanic	100	±1	72	20	5	3	±3	1.4	±0.1	
AIAN	99	±1	61	32	3	3	±17	1.5	±0.2	
Asian	99	±1	70	22	6	2	±4	1.4	±0.1	
NHPI	99	±3	65	21	10	4	±12	1.5	±0.2	
Two or More Races	100	±1	61	30	7	2	±8	1.5	±0.2	
AGR/FTS/AR	99	±1	69	24	6	2	±4	1.4	±0.1	
Other Selected Reserve	100	±1	72	21	5	2	±2	1.4	±0.1	
Reserve Unit	100	±1	72	21	5	2	±2	1.4	±0.1	
Military Technician	99	±1	72	23	4	1	±4	1.3	±0.1	
IMA	99	±1	81	15	3	1	±2	1.2	±0.1	
Not Activated Past 12 Months	100	±1	73	21	4	2	±2	1.4	±0.1	
Activated Past 12 Months	100	±1	69	21	7	3	±4	1.4	±0.1	
Not Deployed Past 12 Months	100	±1	73	20	4	2	±2	1.4	±0.1	
Deployed Past 12 Months	100	±1	65	24	9	2	±5	1.5	±0.1	
ARNG	100	±1	69	22	6	3	±3	1.4	±0.1	
White	100	±1	69	22	6	3	±4	1.4	±0.1	
Total Minority	100	±1	69	23	5	3	±4	1.4	±0.1	
Black	99	±1	72	21	4	3	±5	1.4	±0.1	
Hispanic	100	±1	70	22	4	4	±7	1.4	±0.1	
Other Race/Ethnicity	100	±1	61	28	8	3	±8	1.5	±0.2	
Enlisted	100	±1	69	22	6	3	±4	1.4	±0.1	
E1 – E4	100	±1	69	21	7	3	±6	1.4	±0.1	
E5 – E9	100	±1	68	24	5	3	±4	1.4	±0.1	
Officers	99	±2	72	22	4	1	±6	1.3	±0.1	
USAR	100	±1	72	20	6	2	±3	1.4	±0.1	
White	100	±1	72	20	6	2	±5	1.4	±0.1	
Total Minority	100	±1	71	20	6	3	±3	1.4	±0.1	
Black	100	±1	75	17	5	3	±4	1.4	±0.1	
Hispanic	100	±1	70	21	6	3	±5	1.4	±0.1	
Other Race/Ethnicity	99	±1	62	27	9	3	±9	1.5	±0.2	
Enlisted	100	±1	71	20	6	3	±4	1.4	±0.1	
E1 – E4	100	±1	70	21	5	3	±6	1.4	±0.1	
E5 – E9	99	±1	71	19	7	2	±4	1.4	±0.1	
Officers	100	±1	75	20	4	0	±6	1.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

Note. Percent responding are Reserve component members who answered the question.
NR: Not reportable















































59. Over the past 30 days, have you been bothered by the following problems?**b. Feeling down, depressed, or hopeless**

1. Not at all

2. Several days

3. More than half the days

4. Nearly every day

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
TOTAL DOD	99	±1	74	20	5	2	±2	1.3	±0.1	
Enlisted	99	±1	73	20	5	2	±2	1.4	±0.1	
E1 – E4	99	±1	72	20	6	2	±4	1.4	±0.1	
E5 – E9	98	±1	74	20	4	2	±2	1.3	±0.1	
Officers	99	±1	77	19	3	1	±3	1.3	±0.1	
O1 – O3	100	±1	74	21	4	0	±5	1.3	±0.1	
O4 – O6	98	±1	81	17	2	1	±3	1.2	±0.1	
Male	99	±1	74	20	5	2	±2	1.3	±0.1	
Female	99	±1	72	21	5	1	±4	1.4	±0.1	
White	99	±1	74	20	5	1	±3	1.3	±0.1	
Total Minority	99	±1	73	20	5	2	±2	1.4	±0.1	
Black	98	±1	76	17	5	3	±3	1.3	±0.1	
Hispanic	99	±1	72	21	4	3	±3	1.4	±0.1	
AIAN	98	±2	61	32	3	4	±17	1.5	±0.2	
Asian	99	±1	72	21	5	2	±4	1.4	±0.1	
NHPI	99	±1	70	22	7	2	±11	1.4	±0.2	
Two or More Races	98	±2	67	27	4	2	±9	1.4	±0.1	
AGR/FTS/AR	98	±1	72	22	5	1	±4	1.4	±0.1	
Other Selected Reserve	99	±1	74	20	5	2	±2	1.3	±0.1	
Reserve Unit	99	±1	74	20	5	2	±2	1.3	±0.1	
Military Technician	98	±1	76	20	3	1	±4	1.3	±0.1	
IMA	98	±1	81	17	2	0	±2	1.2	±0.1	
Not Activated Past 12 Months	99	±1	75	20	4	1	±2	1.3	±0.1	
Activated Past 12 Months	99	±1	71	21	6	2	±4	1.4	±0.1	
Not Deployed Past 12 Months	99	±1	75	19	4	2	±2	1.3	±0.1	
Deployed Past 12 Months	99	±1	68	24	7	1	±5	1.4	±0.1	
ARNG	99	±1	70	23	6	2	±3	1.4	±0.1	
White	99	±1	70	23	6	1	±4	1.4	±0.1	
Total Minority	99	±1	70	22	5	3	±4	1.4	±0.1	
Black	99	±2	74	17	6	3	±5	1.4	±0.1	
Hispanic	99	±1	69	24	4	4	±7	1.4	±0.1	
Other Race/Ethnicity	99	±2	65	26	6	2	±8	1.5	±0.2	
Enlisted	99	±1	69	23	6	2	±4	1.4	±0.1	
E1 – E4	100	±1	69	22	8	2	±6	1.4	±0.1	
E5 – E9	99	±1	70	24	5	2	±4	1.4	±0.1	
Officers	99	±1	73	22	4	1	±6	1.3	±0.1	
USAR	99	±1	74	19	5	2	±3	1.3	±0.1	
White	99	±2	75	19	5	1	±5	1.3	±0.1	
Total Minority	98	±1	73	20	5	3	±3	1.4	±0.1	
Black	98	±2	75	17	5	3	±4	1.3	±0.1	
Hispanic	99	±1	73	19	5	3	±5	1.4	±0.1	
Other Race/Ethnicity	99	±2	65	27	5	3	±10	1.4	±0.1	
Enlisted	98	±1	73	19	5	2	±4	1.4	±0.1	
E1 – E4	98	±2	74	19	4	2	±6	1.3	±0.1	
E5 – E9	99	±1	72	20	6	2	±4	1.4	±0.1	
Officers	99	±1	76	20	4	0	±6	1.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

59b. Continued	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
USNR	99	±1	74	21	3	1	±3	1.3	±0.1	■
White	99	±2	76	20	2	1	±5	1.3	±0.1	■
Total Minority	99	±1	71	23	4	2	±4	1.4	±0.1	■
Black	98	±2	74	20	3	3	±5	1.3	±0.1	■
Hispanic	99	±2	67	26	6	1	±7	1.4	±0.1	■
Other Race/Ethnicity	99	±1	72	23	3	1	±6	1.3	±0.1	■
Enlisted	99	±1	74	21	4	1	±4	1.3	±0.1	■
E1 – E4	99	±1	70	23	6	1	±8	1.4	±0.1	■
E5 – E9	98	±2	75	21	3	2	±5	1.3	±0.1	■
Officers	99	±2	76	22	1	0	±6	1.3	±0.1	■
USMCR	99	±1	63	27	7	3	±5	1.5	±0.1	■
White	99	±2	64	24	8	4	±7	1.5	±0.2	■
Total Minority	99	±1	62	31	6	2	±7	1.5	±0.1	■
Black	99	±1	63	30	4	3	±11	1.5	±0.2	■
Hispanic	100	±1	61	32	6	2	±10	1.5	±0.1	■
Other Race/Ethnicity	97	±4	62	29	6	3	±13	1.5	±0.2	■
Enlisted	99	±1	61	28	8	4	±6	1.5	±0.1	■
E1 – E4	99	±2	60	28	8	3	±8	1.5	±0.2	■
E5 – E9	99	±1	64	26	6	4	±7	1.5	±0.2	■
Officers	98	±2	79	18	2	1	±4	1.2	±0.1	■
ANG	98	±1	82	15	2	1	±2	1.2	±0.1	■
White	98	±1	82	16	2	1	±3	1.2	±0.1	■
Total Minority	99	±1	83	14	2	1	±3	1.2	±0.1	■
Black	98	±1	85	12	2	1	±4	1.2	±0.1	■
Hispanic	99	±1	86	11	2	1	±4	1.2	±0.1	■
Other Race/Ethnicity	98	±3	78	20	2	0	±6	1.2	±0.1	■
Enlisted	98	±1	83	15	2	1	±3	1.2	±0.1	■
E1 – E4	99	±1	85	12	2	1	±5	1.2	±0.1	■
E5 – E9	98	±1	82	16	2	1	±3	1.2	±0.1	■
Officers	99	±2	79	17	3	0	±6	1.2	±0.1	■
USAFR	98	±1	85	12	2	1	±3	1.2	±0.1	■
White	98	±2	86	12	1	1	±3	1.2	±0.1	■
Total Minority	99	±1	84	12	2	1	±3	1.2	±0.1	■
Black	99	±1	87	9	3	1	±4	1.2	±0.1	■
Hispanic	99	±1	84	14	1	1	±6	1.2	±0.1	■
Other Race/Ethnicity	99	±1	81	16	2	1	±6	1.2	±0.1	■
Enlisted	98	±1	84	13	2	1	±3	1.2	±0.1	■
E1 – E4	98	±2	86	11	2	1	±5	1.2	±0.1	■
E5 – E9	98	±2	83	14	2	1	±3	1.2	±0.1	■
Officers	99	±2	89	10	1	0	±5	1.1	±0.1	■
USCGR	99	±1	83	14	2	1	±4	1.2	±0.1	■
White	99	±2	85	13	1	1	±4	1.2	±0.1	■
Total Minority	98	±2	81	16	3	1	±6	1.2	±0.1	■
Black	96	±5	77	16	NR	NR	±20	1.3	±0.3	■
Hispanic	98	±2	84	13	2	1	±6	1.2	±0.1	■
Other Race/Ethnicity	99	±1	78	20	1	1	±13	1.2	±0.2	■
Enlisted	99	±2	83	14	2	1	±4	1.2	±0.1	■
E1 – E4	99	±2	84	13	3	0	±7	1.2	±0.1	■
E5 – E9	98	±2	83	15	1	1	±5	1.2	±0.1	■
Officers	99	±1	84	14	1	1	±5	1.2	±0.1	■

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

59. Over the past 30 days, have you been bothered by the following problems?**c. Trouble falling or staying asleep, or sleeping too much**

1. Not at all

2. Several days

3. More than half the days

4. Nearly every day

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
TOTAL DOD	99	±1	58	26	9	7	±2	1.6	±0.1	
Enlisted	99	±1	57	26	9	7	±2	1.7	±0.1	
E1 – E4	99	±1	57	26	9	8	±4	1.7	±0.1	
E5 – E9	99	±1	57	27	9	7	±2	1.7	±0.1	
Officers	99	±1	63	27	5	4	±3	1.5	±0.1	
O1 – O3	100	±1	63	27	6	5	±5	1.5	±0.1	
O4 – O6	98	±2	63	29	5	3	±4	1.5	±0.1	
Male	99	±1	59	26	9	7	±2	1.6	±0.1	
Female	99	±1	55	28	9	7	±4	1.7	±0.1	
White	99	±1	58	27	9	7	±3	1.6	±0.1	
Total Minority	99	±1	59	26	9	7	±2	1.6	±0.1	
Black	99	±1	63	23	8	6	±3	1.6	±0.1	
Hispanic	99	±1	57	27	8	7	±4	1.7	±0.1	
AIAN	99	±1	55	24	15	6	±17	1.7	±0.3	
Asian	99	±1	62	27	7	4	±4	1.5	±0.1	
NHPI	99	±1	54	30	9	7	±12	1.7	±0.2	
Two or More Races	100	±1	45	32	15	8	±9	1.9	±0.2	
AGR/FTS/AR	98	±1	52	29	12	7	±4	1.7	±0.1	
Other Selected Reserve	99	±1	59	26	8	7	±2	1.6	±0.1	
Reserve Unit	99	±1	59	26	8	7	±2	1.6	±0.1	
Military Technician	99	±1	63	23	8	7	±4	1.6	±0.1	
IMA	98	±1	61	29	7	3	±3	1.5	±0.1	
Not Activated Past 12 Months	99	±1	60	25	8	6	±2	1.6	±0.1	
Activated Past 12 Months	99	±1	52	29	10	9	±4	1.8	±0.1	
Not Deployed Past 12 Months	99	±1	60	25	8	7	±2	1.6	±0.1	
Deployed Past 12 Months	99	±1	48	32	12	8	±5	1.8	±0.1	
ARNG	99	±1	55	26	10	9	±3	1.7	±0.1	
White	99	±1	54	27	10	9	±5	1.8	±0.1	
Total Minority	99	±1	58	25	9	8	±4	1.7	±0.1	
Black	99	±1	62	23	7	7	±5	1.6	±0.1	
Hispanic	100	±0	58	24	9	9	±7	1.7	±0.2	
Other Race/Ethnicity	99	±1	50	30	12	9	±8	1.8	±0.2	
Enlisted	99	±1	54	27	10	10	±4	1.8	±0.1	
E1 – E4	100	±1	54	27	10	9	±6	1.8	±0.2	
E5 – E9	99	±1	54	26	10	10	±4	1.8	±0.1	
Officers	99	±2	64	24	6	6	±6	1.5	±0.1	
USAR	99	±1	58	27	9	7	±4	1.6	±0.1	
White	99	±2	58	27	8	7	±6	1.6	±0.1	
Total Minority	99	±1	57	26	10	7	±3	1.7	±0.1	
Black	99	±1	61	23	9	7	±5	1.6	±0.1	
Hispanic	99	±1	54	29	9	8	±5	1.7	±0.1	
Other Race/Ethnicity	100	±1	53	27	15	4	±9	1.7	±0.2	
Enlisted	99	±1	57	26	10	7	±4	1.7	±0.1	
E1 – E4	99	±2	59	25	9	7	±6	1.6	±0.2	
E5 – E9	99	±1	55	27	10	7	±4	1.7	±0.1	
Officers	99	±1	60	30	6	5	±6	1.6	±0.1	

Note. Percent responding are Reserve component members who answered the question.

59c. Continued	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
USNR	99	±1	61	26	8	4	±4	1.6	±0.1	
White	99	±1	62	26	8	3	±6	1.5	±0.1	
Total Minority	99	±1	60	26	8	5	±4	1.6	±0.1	
Black	99	±2	64	24	6	6	±5	1.5	±0.1	
Hispanic	99	±1	59	26	11	4	±7	1.6	±0.1	
Other Race/Ethnicity	99	±1	56	30	8	6	±8	1.6	±0.2	
Enlisted	99	±1	60	26	9	5	±4	1.6	±0.1	
E1 – E4	99	±1	63	21	8	7	±8	1.6	±0.2	
E5 – E9	99	±1	59	27	9	4	±5	1.6	±0.1	
Officers	99	±2	63	29	6	2	±6	1.5	±0.1	
USMCR	100	±1	49	29	14	9	±5	1.8	±0.1	
White	100	±1	50	25	16	9	±7	1.8	±0.2	
Total Minority	99	±1	46	35	10	9	±7	1.8	±0.2	
Black	99	±2	54	28	11	7	±11	1.7	±0.2	
Hispanic	100	±1	46	37	7	10	±10	1.8	±0.2	
Other Race/Ethnicity	100	±1	38	39	16	6	±15	1.9	±0.2	
Enlisted	100	±1	48	28	15	10	±6	1.9	±0.2	
E1 – E4	100	±1	50	26	16	9	±8	1.8	±0.2	
E5 – E9	99	±1	43	32	13	12	±7	1.9	±0.2	
Officers	99	±1	59	34	5	2	±5	1.5	±0.1	
ANG	99	±1	65	26	5	3	±3	1.5	±0.1	
White	99	±1	65	27	5	3	±3	1.5	±0.1	
Total Minority	99	±1	67	24	5	4	±4	1.5	±0.1	
Black	99	±1	69	21	6	4	±4	1.4	±0.1	
Hispanic	99	±1	69	24	4	4	±7	1.4	±0.1	
Other Race/Ethnicity	100	±1	64	27	6	4	±6	1.5	±0.2	
Enlisted	99	±1	65	26	5	3	±3	1.5	±0.1	
E1 – E4	99	±2	69	25	2	4	±6	1.4	±0.1	
E5 – E9	99	±1	64	27	6	3	±3	1.5	±0.1	
Officers	99	±1	67	26	5	3	±6	1.4	±0.1	
USAFR	99	±1	68	24	5	3	±3	1.4	±0.1	
White	99	±1	68	25	5	3	±4	1.4	±0.1	
Total Minority	99	±1	69	23	4	3	±4	1.4	±0.1	
Black	99	±1	72	19	4	5	±5	1.4	±0.1	
Hispanic	99	±1	67	28	3	2	±7	1.4	±0.1	
Other Race/Ethnicity	99	±1	66	25	6	3	±7	1.4	±0.1	
Enlisted	99	±1	68	24	5	3	±4	1.4	±0.1	
E1 – E4	100	±1	69	23	5	3	±6	1.4	±0.1	
E5 – E9	98	±1	67	24	5	3	±4	1.4	±0.1	
Officers	99	±1	69	26	3	2	±6	1.4	±0.1	
USCGR	99	±1	68	25	4	3	±4	1.4	±0.1	
White	99	±1	68	26	4	3	±5	1.4	±0.1	
Total Minority	100	±1	68	24	4	4	±7	1.4	±0.1	
Black	98	±4	63	37	NR	NR	±16	1.4	±0.2	
Hispanic	100	±1	74	19	4	4	±8	1.4	±0.2	
Other Race/Ethnicity	100	±0	62	27	6	5	±13	1.5	±0.3	
Enlisted	99	±1	67	26	4	3	±5	1.4	±0.1	
E1 – E4	99	±1	68	23	5	4	±8	1.5	±0.2	
E5 – E9	99	±1	67	27	4	2	±6	1.4	±0.1	
Officers	98	±2	71	23	4	3	±6	1.4	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

59. Over the past 30 days, have you been bothered by the following problems?**d. Feeling tired or having little energy**

1. Not at all

2. Several days

3. More than half the days

4. Nearly every day

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
TOTAL DOD	99	±1	53	34	8	5	±2	1.7	±0.1	
Enlisted	99	±1	52	34	9	5	±2	1.7	±0.1	
E1 – E4	99	±2	54	32	9	5	±4	1.7	±0.1	
E5 – E9	99	±1	51	35	9	5	±2	1.7	±0.1	
Officers	99	±1	53	38	6	2	±3	1.6	±0.1	
O1 – O3	98	±2	50	40	6	3	±5	1.6	±0.1	
O4 – O6	99	±1	55	37	7	2	±4	1.6	±0.1	
Male	99	±1	54	34	8	5	±2	1.6	±0.1	
Female	99	±1	48	37	10	5	±4	1.7	±0.1	
White	99	±1	52	35	9	5	±3	1.7	±0.1	
Total Minority	99	±1	54	34	8	4	±2	1.6	±0.1	
Black	99	±1	58	32	6	4	±3	1.6	±0.1	
Hispanic	99	±1	53	34	9	4	±4	1.6	±0.1	
AIAN	99	±1	43	37	15	5	±17	1.8	±0.3	
Asian	99	±1	53	36	7	4	±4	1.6	±0.1	
NHPI	99	±2	51	32	10	7	±13	1.7	±0.2	
Two or More Races	100	±1	41	43	12	4	±8	1.8	±0.2	
AGR/FTS/AR	99	±1	44	39	12	4	±4	1.8	±0.1	
Other Selected Reserve	99	±1	53	34	8	5	±2	1.6	±0.1	
Reserve Unit	99	±1	53	34	8	5	±2	1.6	±0.1	
Military Technician	99	±2	51	37	9	3	±4	1.6	±0.1	
IMA	98	±1	55	37	6	2	±3	1.5	±0.1	
Not Activated Past 12 Months	98	±1	53	34	8	4	±2	1.6	±0.1	
Activated Past 12 Months	100	±1	50	34	10	6	±4	1.7	±0.1	
Not Deployed Past 12 Months	99	±1	53	34	8	4	±2	1.6	±0.1	
Deployed Past 12 Months	100	±1	47	37	10	6	±5	1.7	±0.1	
ARNG	98	±1	49	35	10	5	±3	1.7	±0.1	
White	98	±2	48	36	10	6	±4	1.7	±0.1	
Total Minority	99	±1	52	35	9	4	±4	1.7	±0.1	
Black	99	±1	56	33	6	4	±5	1.6	±0.1	
Hispanic	99	±1	53	32	11	4	±7	1.7	±0.1	
Other Race/Ethnicity	99	±1	41	43	11	5	±9	1.8	±0.2	
Enlisted	98	±2	49	35	10	6	±4	1.7	±0.1	
E1 – E4	98	±3	51	33	10	6	±6	1.7	±0.2	
E5 – E9	99	±1	48	37	10	6	±4	1.7	±0.1	
Officers	99	±2	50	38	8	3	±6	1.6	±0.1	
USAR	99	±1	53	34	8	5	±4	1.7	±0.1	
White	99	±1	53	34	8	5	±6	1.7	±0.1	
Total Minority	99	±1	53	34	9	4	±3	1.6	±0.1	
Black	98	±1	57	31	7	5	±5	1.6	±0.1	
Hispanic	99	±2	51	36	9	5	±5	1.7	±0.1	
Other Race/Ethnicity	100	±1	48	34	13	4	±9	1.7	±0.2	
Enlisted	99	±1	53	33	9	5	±4	1.7	±0.1	
E1 – E4	99	±2	55	32	7	6	±6	1.6	±0.1	
E5 – E9	99	±1	50	33	12	5	±4	1.7	±0.1	
Officers	99	±2	54	38	5	3	±6	1.6	±0.1	

Note. Percent responding are Reserve component members who answered the question.

59d. Continued	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
USNR	99	±1	53	36	8	3	±4	1.6	±0.1	
White	99	±1	54	36	7	3	±6	1.6	±0.1	
Total Minority	99	±1	51	37	9	4	±4	1.6	±0.1	
Black	98	±1	56	32	7	5	±5	1.6	±0.1	
Hispanic	99	±1	47	40	11	2	±6	1.7	±0.1	
Other Race/Ethnicity	99	±1	51	39	7	3	±7	1.6	±0.1	
Enlisted	99	±1	53	35	8	4	±4	1.6	±0.1	
E1 – E4	100	±1	56	33	6	5	±8	1.6	±0.2	
E5 – E9	99	±1	52	36	8	3	±5	1.6	±0.1	
Officers	97	±2	51	40	7	2	±6	1.6	±0.1	
USMCR	99	±2	50	32	11	7	±5	1.8	±0.1	
White	99	±2	52	30	11	8	±7	1.8	±0.2	
Total Minority	98	±3	47	36	11	6	±6	1.8	±0.1	
Black	99	±1	50	31	14	5	±11	1.7	±0.2	
Hispanic	97	±5	49	35	9	7	±9	1.7	±0.2	
Other Race/Ethnicity	99	±2	39	42	13	5	±13	1.8	±0.2	
Enlisted	99	±2	50	31	12	8	±6	1.8	±0.2	
E1 – E4	99	±2	52	29	11	8	±8	1.7	±0.2	
E5 – E9	98	±4	44	35	13	8	±6	1.9	±0.2	
Officers	99	±1	51	41	5	2	±5	1.6	±0.1	
ANG	99	±1	57	35	6	2	±3	1.5	±0.1	
White	99	±1	56	35	7	2	±3	1.5	±0.1	
Total Minority	99	±1	58	34	5	3	±4	1.5	±0.1	
Black	98	±3	60	31	6	4	±5	1.5	±0.1	
Hispanic	99	±1	57	36	5	3	±7	1.5	±0.1	
Other Race/Ethnicity	99	±1	57	34	5	3	±6	1.5	±0.1	
Enlisted	99	±1	57	34	6	2	±3	1.5	±0.1	
E1 – E4	100	±1	64	29	5	1	±6	1.4	±0.1	
E5 – E9	99	±1	55	36	7	2	±3	1.6	±0.1	
Officers	98	±2	53	40	6	1	±6	1.6	±0.1	
USAFR	99	±1	62	31	4	3	±3	1.5	±0.1	
White	99	±1	62	31	4	3	±4	1.5	±0.1	
Total Minority	99	±1	63	29	5	3	±4	1.5	±0.1	
Black	99	±1	65	28	5	3	±5	1.4	±0.1	
Hispanic	100	±1	64	27	5	3	±7	1.5	±0.1	
Other Race/Ethnicity	99	±1	56	36	4	4	±7	1.6	±0.2	
Enlisted	99	±1	62	30	5	3	±4	1.5	±0.1	
E1 – E4	99	±1	66	28	5	2	±6	1.4	±0.1	
E5 – E9	99	±1	61	31	4	4	±4	1.5	±0.1	
Officers	99	±1	62	33	2	2	±6	1.4	±0.1	
USCGR	99	±1	54	39	5	2	±5	1.5	±0.1	
White	99	±2	55	39	4	2	±6	1.5	±0.1	
Total Minority	99	±2	52	38	7	3	±7	1.6	±0.1	
Black	96	±6	64	28	8	NR	±23	1.4	±0.3	
Hispanic	99	±1	56	35	5	3	±9	1.6	±0.2	
Other Race/Ethnicity	100	±1	40	47	9	5	±13	1.8	±0.2	
Enlisted	99	±2	54	39	5	2	±5	1.6	±0.1	
E1 – E4	98	±3	54	38	6	2	±8	1.5	±0.2	
E5 – E9	99	±2	53	40	4	2	±6	1.6	±0.1	
Officers	98	±2	58	34	6	2	±6	1.5	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable















































59. Over the past 30 days, have you been bothered by the following problems?**e. Poor appetite or overeating**

1. Not at all

2. Several days

3. More than half the days

4. Nearly every day

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
TOTAL DOD	99	±1	71	19	7	3	±2	1.4	±0.1	
Enlisted	99	±1	71	19	7	3	±2	1.4	±0.1	
E1 – E4	100	±1	71	17	9	4	±4	1.5	±0.1	
E5 – E9	99	±1	71	20	6	3	±2	1.4	±0.1	
Officers	99	±1	75	18	5	1	±3	1.3	±0.1	
O1 – O3	99	±1	77	16	6	1	±5	1.3	±0.1	
O4 – O6	98	±2	74	20	5	1	±4	1.3	±0.1	
Male	99	±1	72	18	7	3	±2	1.4	±0.1	
Female	99	±1	67	21	9	3	±4	1.5	±0.1	
White	99	±1	72	18	7	3	±3	1.4	±0.1	
Total Minority	99	±1	71	19	6	4	±2	1.4	±0.1	
Black	99	±1	73	17	6	4	±3	1.4	±0.1	
Hispanic	99	±1	71	20	6	3	±3	1.4	±0.1	
AIAN	99	±2	65	20	12	2	±19	1.5	±0.3	
Asian	99	±1	72	20	6	3	±4	1.4	±0.1	
NHPI	99	±1	67	19	8	5	±11	1.5	±0.2	
Two or More Races	100	±1	61	26	9	4	±8	1.6	±0.2	
AGR/FTS/AR	99	±1	67	22	9	2	±4	1.5	±0.1	
Other Selected Reserve	99	±1	72	18	7	3	±2	1.4	±0.1	
Reserve Unit	99	±1	72	18	7	3	±2	1.4	±0.1	
Military Technician	99	±1	73	18	7	2	±4	1.4	±0.1	
IMA	99	±1	78	17	4	1	±3	1.3	±0.1	
Not Activated Past 12 Months	99	±1	72	19	6	3	±2	1.4	±0.1	
Activated Past 12 Months	99	±1	69	17	10	4	±3	1.5	±0.1	
Not Deployed Past 12 Months	99	±1	73	18	6	3	±2	1.4	±0.1	
Deployed Past 12 Months	99	±1	65	21	11	3	±5	1.5	±0.1	
ARNG	99	±1	69	19	8	4	±3	1.5	±0.1	
White	99	±1	69	18	9	3	±4	1.5	±0.1	
Total Minority	99	±1	69	19	7	5	±4	1.5	±0.1	
Black	100	±1	72	17	7	5	±5	1.4	±0.1	
Hispanic	99	±1	71	18	7	4	±6	1.4	±0.2	
Other Race/Ethnicity	99	±1	62	26	6	6	±8	1.6	±0.2	
Enlisted	99	±1	69	19	9	4	±4	1.5	±0.1	
E1 – E4	100	±1	70	16	10	4	±6	1.5	±0.1	
E5 – E9	99	±1	67	21	7	4	±4	1.5	±0.1	
Officers	99	±2	75	17	6	2	±5	1.4	±0.1	
USAR	99	±1	70	19	8	3	±3	1.4	±0.1	
White	100	±1	70	18	9	3	±5	1.4	±0.1	
Total Minority	99	±1	69	20	7	3	±3	1.5	±0.1	
Black	99	±1	72	18	6	3	±4	1.4	±0.1	
Hispanic	99	±1	66	24	6	4	±5	1.5	±0.1	
Other Race/Ethnicity	99	±1	66	18	13	3	±9	1.5	±0.2	
Enlisted	99	±1	69	19	9	4	±4	1.5	±0.1	
E1 – E4	100	±1	69	19	9	3	±6	1.5	±0.1	
E5 – E9	99	±1	69	19	8	4	±4	1.5	±0.1	
Officers	99	±1	74	20	5	1	±6	1.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

59e. Continued	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
USNR	98	±1	71	22	5	2	±4	1.4	±0.1	
White	98	±2	72	22	4	2	±5	1.4	±0.1	
Total Minority	99	±1	70	22	6	3	±4	1.4	±0.1	
Black	99	±2	72	20	5	3	±5	1.4	±0.1	
Hispanic	98	±2	68	25	5	2	±6	1.4	±0.1	
Other Race/Ethnicity	99	±1	69	20	9	3	±7	1.5	±0.2	
Enlisted	98	±2	70	22	5	3	±4	1.4	±0.1	
E1 – E4	97	±3	68	24	6	3	±8	1.4	±0.1	
E5 – E9	99	±1	71	22	5	3	±5	1.4	±0.1	
Officers	98	±2	75	21	3	1	±6	1.3	±0.1	
USMCR	99	±1	65	22	9	4	±5	1.5	±0.1	
White	100	±1	66	20	10	4	±7	1.5	±0.2	
Total Minority	98	±3	64	25	7	4	±6	1.5	±0.1	
Black	99	±2	70	21	6	3	±9	1.4	±0.2	
Hispanic	97	±5	69	20	7	4	±8	1.5	±0.1	
Other Race/Ethnicity	100	±0	46	43	8	4	±14	1.7	±0.2	
Enlisted	99	±1	64	22	9	4	±6	1.5	±0.1	
E1 – E4	99	±2	64	22	10	4	±8	1.5	±0.2	
E5 – E9	100	±1	64	23	8	4	±6	1.5	±0.1	
Officers	99	±1	75	20	4	1	±4	1.3	±0.1	
ANG	99	±1	78	17	4	1	±3	1.3	±0.1	
White	99	±1	78	17	4	1	±3	1.3	±0.1	
Total Minority	99	±1	78	17	3	2	±3	1.3	±0.1	
Black	99	±1	79	15	4	1	±4	1.3	±0.1	
Hispanic	99	±1	76	18	2	3	±6	1.3	±0.1	
Other Race/Ethnicity	99	±1	80	17	3	1	±5	1.2	±0.1	
Enlisted	99	±1	78	17	4	1	±3	1.3	±0.1	
E1 – E4	100	±1	82	14	3	2	±5	1.2	±0.1	
E5 – E9	99	±1	77	18	4	1	±3	1.3	±0.1	
Officers	99	±2	76	19	4	1	±6	1.3	±0.1	
USAFR	98	±1	81	14	3	2	±3	1.2	±0.1	
White	98	±2	81	15	2	2	±4	1.2	±0.1	
Total Minority	99	±1	82	13	3	2	±3	1.2	±0.1	
Black	99	±2	83	11	3	3	±4	1.3	±0.1	
Hispanic	99	±2	85	13	2	1	±5	1.2	±0.1	
Other Race/Ethnicity	98	±1	77	17	5	1	±7	1.3	±0.1	
Enlisted	98	±1	81	14	3	2	±3	1.3	±0.1	
E1 – E4	99	±1	83	12	2	3	±5	1.2	±0.1	
E5 – E9	98	±2	81	15	3	2	±4	1.3	±0.1	
Officers	98	±2	83	15	2	0	±6	1.2	±0.1	
USCGR	99	±1	81	15	3	1	±4	1.2	±0.1	
White	98	±2	82	15	2	1	±5	1.2	±0.1	
Total Minority	99	±2	80	13	5	3	±6	1.3	±0.1	
Black	98	±4	71	14	8	NR	±22	1.5	±0.4	
Hispanic	99	±2	82	14	2	2	±7	1.3	±0.1	
Other Race/Ethnicity	100	±0	81	12	7	1	±10	1.3	±0.2	
Enlisted	99	±2	81	15	3	1	±4	1.3	±0.1	
E1 – E4	99	±2	82	12	3	3	±7	1.3	±0.2	
E5 – E9	98	±2	80	17	2	1	±5	1.2	±0.1	
Officers	98	±2	84	12	2	1	±5	1.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

59. Over the past 30 days, have you been bothered by the following problems?**f. Feeling bad about yourself – or that you are a failure or have let yourself or your family down**

1. Not at all

2. Several days

3. More than half the days

4. Nearly every day

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
TOTAL DOD	99	±1	77	16	4	2	±2	1.3	±0.1	
Enlisted	99	±1	76	16	5	3	±2	1.3	±0.1	
E1 – E4	99	±1	74	17	5	3	±4	1.4	±0.1	
E5 – E9	99	±1	78	16	4	2	±2	1.3	±0.1	
Officers	99	±1	80	16	3	1	±3	1.2	±0.1	
O1 – O3	99	±1	78	17	4	1	±5	1.3	±0.1	
O4 – O6	99	±1	82	15	2	1	±3	1.2	±0.1	
Male	99	±1	77	16	4	2	±2	1.3	±0.1	
Female	100	±1	78	16	4	2	±3	1.3	±0.1	
White	99	±1	78	16	4	2	±2	1.3	±0.1	
Total Minority	99	±1	76	17	4	3	±2	1.3	±0.1	
Black	99	±1	79	14	4	2	±3	1.3	±0.1	
Hispanic	99	±1	75	18	5	2	±3	1.3	±0.1	
AIAN	100	±1	66	28	3	4	±18	1.4	±0.2	
Asian	99	±1	72	20	5	3	±4	1.4	±0.1	
NHPI	99	±2	71	21	4	3	±11	1.4	±0.2	
Two or More Races	99	±2	71	21	4	4	±8	1.4	±0.2	
AGR/FTS/AR	99	±1	77	17	5	2	±3	1.3	±0.1	
Other Selected Reserve	99	±1	77	16	4	2	±2	1.3	±0.1	
Reserve Unit	99	±1	77	16	4	2	±2	1.3	±0.1	
Military Technician	99	±1	81	15	3	1	±4	1.2	±0.1	
IMA	99	±1	83	14	2	1	±2	1.2	±0.1	
Not Activated Past 12 Months	99	±1	78	16	4	2	±2	1.3	±0.1	
Activated Past 12 Months	99	±1	75	17	5	3	±3	1.4	±0.1	
Not Deployed Past 12 Months	99	±1	78	16	4	2	±2	1.3	±0.1	
Deployed Past 12 Months	99	±1	72	19	5	3	±5	1.4	±0.1	
ARNG	99	±1	73	18	5	4	±3	1.4	±0.1	
White	99	±1	73	18	5	4	±4	1.4	±0.1	
Total Minority	99	±1	73	19	5	3	±4	1.4	±0.1	
Black	99	±1	75	16	5	3	±5	1.4	±0.1	
Hispanic	99	±1	74	18	5	2	±6	1.4	±0.1	
Other Race/Ethnicity	100	±1	67	25	3	5	±8	1.5	±0.2	
Enlisted	100	±1	73	18	5	4	±4	1.4	±0.1	
E1 – E4	100	±1	71	18	5	5	±6	1.4	±0.1	
E5 – E9	99	±1	74	18	5	3	±4	1.4	±0.1	
Officers	99	±2	74	20	4	2	±6	1.3	±0.1	
USAR	99	±1	77	16	5	2	±3	1.3	±0.1	
White	99	±1	79	15	4	1	±5	1.3	±0.1	
Total Minority	98	±2	75	17	5	3	±3	1.4	±0.1	
Black	99	±1	80	13	4	2	±4	1.3	±0.1	
Hispanic	98	±4	74	18	6	2	±5	1.4	±0.1	
Other Race/Ethnicity	99	±2	66	22	7	4	±9	1.5	±0.2	
Enlisted	99	±1	77	16	5	2	±4	1.3	±0.1	
E1 – E4	99	±2	76	17	5	2	±6	1.3	±0.1	
E5 – E9	99	±1	77	15	5	2	±4	1.3	±0.1	
Officers	99	±1	81	15	4	0	±5	1.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.

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59. Over the past 30 days, have you been bothered by the following problems?**g. Trouble concentrating on things, such as reading the newspaper or watching television**

1. Not at all

2. Several days

3. More than half the days

4. Nearly every day

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
TOTAL DOD	100	±1	76	17	5	3	±2	1.3	±0.1	
Enlisted	100	±1	75	17	5	3	±2	1.4	±0.1	
E1 – E4	100	±1	75	16	5	4	±4	1.4	±0.1	
E5 – E9	99	±1	75	18	5	3	±2	1.4	±0.1	
Officers	99	±1	79	17	3	1	±3	1.3	±0.1	
O1 – O3	100	±1	76	20	3	1	±5	1.3	±0.1	
O4 – O6	99	±1	82	14	3	1	±3	1.2	±0.1	
Male	100	±1	75	17	5	3	±2	1.3	±0.1	
Female	99	±1	76	16	5	3	±3	1.4	±0.1	
White	100	±1	76	17	4	3	±2	1.3	±0.1	
Total Minority	99	±1	75	17	5	3	±2	1.4	±0.1	
Black	99	±1	78	15	4	3	±3	1.3	±0.1	
Hispanic	99	±1	74	17	6	3	±3	1.4	±0.1	
AIAN	99	±1	63	15	17	4	±23	1.6	±0.3	
Asian	99	±1	75	18	4	3	±4	1.4	±0.1	
NHPI	99	±2	75	18	4	3	±10	1.3	±0.2	
Two or More Races	100	±1	63	25	9	3	±9	1.5	±0.2	
AGR/FTS/AR	99	±1	72	21	5	2	±4	1.4	±0.1	
Other Selected Reserve	100	±1	76	16	4	3	±2	1.3	±0.1	
Reserve Unit	100	±1	76	17	5	3	±2	1.3	±0.1	
Military Technician	100	±1	77	16	5	2	±4	1.3	±0.1	
IMA	99	±1	81	15	3	1	±3	1.2	±0.1	
Not Activated Past 12 Months	100	±1	76	16	4	3	±2	1.3	±0.1	
Activated Past 12 Months	100	±1	73	18	5	3	±3	1.4	±0.1	
Not Deployed Past 12 Months	100	±1	77	16	4	3	±2	1.3	±0.1	
Deployed Past 12 Months	100	±1	69	22	6	3	±5	1.4	±0.1	
ARNG	100	±1	72	19	5	4	±3	1.4	±0.1	
White	100	±1	73	19	4	4	±4	1.4	±0.1	
Total Minority	100	±1	72	18	6	4	±4	1.4	±0.1	
Black	100	±1	75	17	4	3	±5	1.4	±0.1	
Hispanic	100	±1	72	17	7	5	±6	1.4	±0.2	
Other Race/Ethnicity	99	±1	67	22	7	5	±9	1.5	±0.2	
Enlisted	100	±1	72	18	5	4	±4	1.4	±0.1	
E1 – E4	100	±1	75	16	5	5	±6	1.4	±0.1	
E5 – E9	100	±1	70	21	5	4	±4	1.4	±0.1	
Officers	99	±2	74	21	3	1	±6	1.3	±0.1	
USAR	100	±1	75	16	6	3	±3	1.4	±0.1	
White	100	±1	76	16	6	2	±5	1.3	±0.1	
Total Minority	99	±1	73	17	6	3	±3	1.4	±0.1	
Black	99	±1	78	15	4	3	±4	1.3	±0.1	
Hispanic	99	±1	73	17	6	3	±5	1.4	±0.1	
Other Race/Ethnicity	100	±1	64	22	11	3	±11	1.5	±0.2	
Enlisted	100	±1	74	16	6	3	±4	1.4	±0.1	
E1 – E4	100	±1	75	15	7	3	±6	1.4	±0.1	
E5 – E9	99	±1	72	18	6	4	±4	1.4	±0.1	
Officers	99	±1	79	17	4	1	±6	1.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

DMDC

59. Over the past 30 days, have you been bothered by the following problems?

h. Moving or speaking so slowly that other people could have noticed. Or the opposite – being so fidgety or restless that you have been moving around a lot more than usual

1. Not at all

2. Several days

3. More than half the days

4. Nearly every day

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
TOTAL DOD	99	±1	86	9	3	2	±2	1.2	±0.1	
Enlisted	99	±1	86	10	3	2	±2	1.2	±0.1	
E1 – E4	99	±1	84	10	3	2	±3	1.2	±0.1	
E5 – E9	99	±1	87	9	3	1	±2	1.2	±0.1	
Officers	99	±1	91	7	2	1	±2	1.1	±0.1	
O1 – O3	99	±1	90	7	3	1	±4	1.1	±0.1	
O4 – O6	100	±1	91	7	1	0	±3	1.1	±0.1	
Male	100	±1	86	9	3	2	±2	1.2	±0.1	
Female	98	±2	88	8	3	1	±3	1.2	±0.1	
White	99	±1	87	9	3	1	±2	1.2	±0.1	
Total Minority	99	±1	86	10	3	2	±2	1.2	±0.1	
Black	99	±1	88	8	3	1	±2	1.2	±0.1	
Hispanic	100	±1	85	10	4	2	±3	1.2	±0.1	
AIAN	100	±1	86	9	1	4	±9	1.2	±0.2	
Asian	99	±2	84	11	3	2	±3	1.2	±0.1	
NHPI	95	±7	85	10	2	3	±7	1.2	±0.1	
Two or More Races	100	±1	80	16	2	2	±9	1.3	±0.1	
AGR/FTS/AR	100	±1	86	10	3	1	±3	1.2	±0.1	
Other Selected Reserve	99	±1	87	9	3	2	±2	1.2	±0.1	
Reserve Unit	99	±1	86	9	3	2	±2	1.2	±0.1	
Military Technician	99	±1	89	8	2	1	±3	1.1	±0.1	
IMA	99	±1	92	7	1	1	±2	1.1	±0.1	
Not Activated Past 12 Months	99	±1	87	9	2	2	±2	1.2	±0.1	
Activated Past 12 Months	99	±1	85	9	4	2	±3	1.2	±0.1	
Not Deployed Past 12 Months	99	±1	87	9	3	2	±2	1.2	±0.1	
Deployed Past 12 Months	99	±2	83	11	4	2	±4	1.2	±0.1	
ARNG	99	±1	85	10	3	2	±3	1.2	±0.1	
White	99	±1	86	9	3	2	±4	1.2	±0.1	
Total Minority	99	±1	84	11	3	3	±3	1.2	±0.1	
Black	99	±2	85	10	2	2	±5	1.2	±0.1	
Hispanic	99	±1	84	10	4	2	±5	1.2	±0.1	
Other Race/Ethnicity	99	±1	79	13	3	4	±8	1.3	±0.2	
Enlisted	99	±1	85	10	3	2	±3	1.2	±0.1	
E1 – E4	98	±2	85	9	3	3	±5	1.2	±0.1	
E5 – E9	99	±1	84	10	3	2	±3	1.2	±0.1	
Officers	100	±1	89	8	2	1	±5	1.2	±0.1	
USAR	100	±1	85	10	4	2	±3	1.2	±0.1	
White	100	±1	85	10	4	2	±5	1.2	±0.1	
Total Minority	99	±1	85	10	3	2	±3	1.2	±0.1	
Black	99	±1	88	7	4	2	±4	1.2	±0.1	
Hispanic	100	±1	84	10	4	2	±4	1.2	±0.1	
Other Race/Ethnicity	98	±3	80	16	2	2	±9	1.3	±0.1	
Enlisted	100	±1	84	10	4	2	±3	1.2	±0.1	
E1 – E4	100	±1	82	12	4	2	±6	1.3	±0.1	
E5 – E9	100	±1	86	9	4	2	±3	1.2	±0.1	
Officers	99	±2	89	8	2	1	±5	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

59h. Continued	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
USNR	99	±1	87	9	3	1	±3	1.2	±0.1	■
White	99	±1	89	8	3	1	±4	1.2	±0.1	■
Total Minority	99	±2	84	12	3	1	±3	1.2	±0.1	■
Black	100	±0	87	9	2	1	±4	1.2	±0.1	■
Hispanic	99	±1	81	14	4	0	±6	1.2	±0.1	■
Other Race/Ethnicity	98	±4	85	11	2	1	±5	1.2	±0.1	■
Enlisted	99	±1	85	10	4	1	±3	1.2	±0.1	■
E1 – E4	98	±3	84	11	4	1	±6	1.2	±0.1	■
E5 – E9	100	±1	85	10	4	1	±4	1.2	±0.1	■
Officers	100	±1	93	6	0	0	±4	1.1	±0.1	■
USMCR	100	±1	77	16	4	3	±5	1.3	±0.1	■
White	100	±1	76	17	4	3	±7	1.3	±0.2	■
Total Minority	100	±1	79	15	4	2	±6	1.3	±0.1	■
Black	99	±2	88	9	2	1	±6	1.2	±0.1	■
Hispanic	100	±1	78	15	6	1	±8	1.3	±0.2	■
Other Race/Ethnicity	100	±0	69	22	4	5	±14	1.4	±0.2	■
Enlisted	100	±1	76	17	4	3	±5	1.3	±0.1	■
E1 – E4	100	±1	75	18	4	3	±7	1.4	±0.2	■
E5 – E9	100	±1	78	13	6	2	±6	1.3	±0.1	■
Officers	99	±1	89	9	1	1	±3	1.1	±0.1	■
ANG	100	±1	92	7	1	0	±2	1.1	±0.1	■
White	100	±1	92	7	1	0	±2	1.1	±0.1	■
Total Minority	99	±1	92	6	1	0	±2	1.1	±0.1	■
Black	99	±1	92	6	1	0	±3	1.1	±0.1	■
Hispanic	100	±1	93	6	1	1	±3	1.1	±0.1	■
Other Race/Ethnicity	99	±2	92	7	1	0	±3	1.1	±0.1	■
Enlisted	100	±1	91	7	1	0	±2	1.1	±0.1	■
E1 – E4	100	±1	92	7	0	0	±4	1.1	±0.1	■
E5 – E9	99	±1	91	7	1	0	±2	1.1	±0.1	■
Officers	100	±0	93	6	1	0	±4	1.1	±0.1	■
USAFR	99	±1	94	4	1	1	±2	1.1	±0.1	■
White	99	±1	95	4	0	1	±2	1.1	±0.1	■
Total Minority	99	±1	94	5	1	1	±2	1.1	±0.1	■
Black	99	±1	94	4	1	1	±3	1.1	±0.1	■
Hispanic	100	±0	95	3	1	0	±2	1.1	±0.1	■
Other Race/Ethnicity	99	±1	91	7	2	1	±5	1.1	±0.1	■
Enlisted	99	±1	94	4	1	1	±2	1.1	±0.1	■
E1 – E4	100	±1	93	5	1	1	±4	1.1	±0.1	■
E5 – E9	99	±1	95	4	1	1	±2	1.1	±0.1	■
Officers	99	±1	95	4	1	0	±4	1.1	±0.1	■
USCGR	100	±1	92	6	1	0	±3	1.1	±0.1	■
White	100	±1	93	6	1	0	±4	1.1	±0.1	■
Total Minority	99	±1	90	7	2	1	±5	1.1	±0.1	■
Black	98	±4	92	2	NR	NR	±22	1.1	±0.3	■
Hispanic	100	±1	90	7	1	2	±6	1.1	±0.1	■
Other Race/Ethnicity	99	±2	88	9	2	0	±9	1.1	±0.1	■
Enlisted	100	±1	92	7	1	0	±3	1.1	±0.1	■
E1 – E4	99	±2	89	9	2	1	±6	1.1	±0.1	■
E5 – E9	100	±1	94	6	0	0	±4	1.1	±0.1	■
Officers	99	±1	94	4	2	0	±3	1.1	±0.1	■

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

59. Depression scale: Constructed from Q59. Depression is a common mental disorder characterized by depressed mood, loss of interest or pleasure, feelings of guilt or low self-worth, disturbed sleep or appetite, low energy, and poor concentration.

	Percent Responding		Mean	Max ME	Depression Scale
TOTAL DOD	95	±1	1.4	±0.1	
Enlisted	95	±1	1.4	±0.1	
E1 – E4	95	±2	1.4	±0.1	
E5 – E9	95	±1	1.4	±0.1	
Officers	95	±2	1.3	±0.1	
O1 – O3	96	±2	1.3	±0.1	
O4 – O6	94	±2	1.3	±0.1	
Male	95	±1	1.4	±0.1	
Female	94	±2	1.4	±0.1	
White	95	±1	1.4	±0.1	
Total Minority	95	±1	1.4	±0.1	
Black	94	±2	1.4	±0.1	
Hispanic	95	±2	1.4	±0.1	
AIAN	96	±2	1.5	±0.2	
Asian	96	±2	1.4	±0.1	
NHPI	91	±8	1.5	±0.2	
Two or More Races	96	±2	1.5	±0.1	
AGR/FTS/AR	94	±2	1.4	±0.1	
Other Selected Reserve	95	±1	1.4	±0.1	
Reserve Unit	95	±1	1.4	±0.1	
Military Technician	94	±2	1.4	±0.1	
IMA	94	±2	1.3	±0.1	
Not Activated Past 12 Months	95	±1	1.4	±0.1	
Activated Past 12 Months	95	±2	1.5	±0.1	
Not Deployed Past 12 Months	95	±1	1.4	±0.1	
Deployed Past 12 Months	95	±2	1.5	±0.1	
ARNG	95	±2	1.5	±0.1	
White	95	±2	1.5	±0.1	
Total Minority	96	±1	1.5	±0.1	
Black	96	±2	1.4	±0.1	
Hispanic	96	±2	1.4	±0.1	
Other Race/Ethnicity	97	±2	1.6	±0.2	
Enlisted	95	±2	1.5	±0.1	
E1 – E4	96	±3	1.5	±0.1	
E5 – E9	95	±2	1.5	±0.1	
Officers	95	±3	1.4	±0.1	
USAR	95	±2	1.4	±0.1	
White	96	±3	1.4	±0.1	
Total Minority	94	±2	1.4	±0.1	
Black	94	±2	1.4	±0.1	
Hispanic	93	±4	1.5	±0.1	
Other Race/Ethnicity	95	±4	1.5	±0.1	
Enlisted	95	±2	1.4	±0.1	
E1 – E4	94	±3	1.4	±0.1	
E5 – E9	95	±2	1.4	±0.1	
Officers	95	±3	1.3	±0.1	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 4. Higher scores indicate higher levels of depression. The overall Cronbach's alpha = 0.92 (White = 0.91, Black = 0.92, Hispanic = 0.93, and Other Race/Ethnicity = 0.93). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent. One item, "Thoughts that you would be better off dead, or of hurting yourself in some way," on the Patient Health Questionnaire (PHQ-9) Depression Scale was excluded from this survey.

59. Continued	Percent Responding		Mean	Max ME	Depression Scale
USNR	94	±2	1.4	±0.1	
White	93	±3	1.4	±0.1	
Total Minority	95	±2	1.4	±0.1	
Black	94	±3	1.4	±0.1	
Hispanic	95	±3	1.4	±0.1	
Other Race/Ethnicity	94	±4	1.4	±0.1	
Enlisted	94	±2	1.4	±0.1	
E1 – E4	92	±5	1.4	±0.1	
E5 – E9	95	±3	1.4	±0.1	
Officers	94	±3	1.3	±0.1	
USMCR	96	±2	1.6	±0.1	
White	97	±2	1.6	±0.2	
Total Minority	94	±4	1.5	±0.1	
Black	94	±4	1.5	±0.2	
Hispanic	93	±6	1.5	±0.1	
Other Race/Ethnicity	96	±4	1.7	±0.1	
Enlisted	96	±2	1.6	±0.1	
E1 – E4	97	±3	1.6	±0.2	
E5 – E9	94	±4	1.6	±0.1	
Officers	95	±2	1.3	±0.1	
ANG	95	±2	1.3	±0.1	
White	95	±2	1.3	±0.1	
Total Minority	94	±2	1.3	±0.1	
Black	92	±3	1.3	±0.1	
Hispanic	96	±3	1.3	±0.1	
Other Race/Ethnicity	95	±3	1.3	±0.1	
Enlisted	95	±2	1.3	±0.1	
E1 – E4	96	±3	1.2	±0.1	
E5 – E9	94	±2	1.3	±0.1	
Officers	94	±3	1.3	±0.1	
USAFR	94	±2	1.2	±0.1	
White	94	±2	1.2	±0.1	
Total Minority	95	±2	1.2	±0.1	
Black	94	±3	1.2	±0.1	
Hispanic	96	±2	1.2	±0.1	
Other Race/Ethnicity	97	±2	1.3	±0.1	
Enlisted	94	±2	1.3	±0.1	
E1 – E4	97	±3	1.2	±0.1	
E5 – E9	93	±3	1.3	±0.1	
Officers	96	±3	1.2	±0.1	
USCGR	96	±2	1.3	±0.1	
White	95	±3	1.2	±0.1	
Total Minority	96	±2	1.3	±0.1	
Black	92	±8	1.3	±0.3	
Hispanic	96	±3	1.3	±0.1	
Other Race/Ethnicity	98	±2	1.3	±0.1	
Enlisted	96	±2	1.3	±0.1	
E1 – E4	97	±3	1.3	±0.1	
E5 – E9	95	±3	1.3	±0.1	
Officers	95	±3	1.2	±0.1	

Note. Percent responding are Reserve component members who answered the question. The scale ranges from 1 to 4. Higher scores indicate higher levels of depression. The overall Cronbach's alpha = 0.92 (White = 0.91, Black = 0.92, Hispanic = 0.93, and Other Race/Ethnicity = 0.93). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent. One item, "Thoughts that you would be better off dead, or of hurting yourself in some way," on the Patient Health Questionnaire (PHQ-9) Depression Scale was excluded from this survey.















































60. How many times in the past 30 days have you...**a. Worked below your normal level of performance?**

1. Little or none of the time

2. Some of the time

3. A good bit of the time

4. All or most of the time

	Percent Responding		Percentages				Max ME	Average Amount of Time		
			1	2	3	4				
TOTAL DOD	99	±1	74	21	4	1	±2	1.3	±0.1	
Enlisted	99	±1	74	20	4	1	±2	1.3	±0.1	
E1 – E4	100	±1	74	20	5	1	±4	1.3	±0.1	
E5 – E9	99	±1	74	21	4	1	±2	1.3	±0.1	
Officers	99	±1	73	23	3	1	±3	1.3	±0.1	
O1 – O3	100	±1	74	22	3	1	±5	1.3	±0.1	
O4 – O6	99	±1	73	23	3	1	±4	1.3	±0.1	
Male	99	±1	74	21	4	1	±2	1.3	±0.1	
Female	99	±1	76	19	4	1	±4	1.3	±0.1	
White	99	±1	74	22	4	1	±3	1.3	±0.1	
Total Minority	100	±1	75	19	4	2	±2	1.3	±0.1	
Black	100	±1	76	18	4	1	±3	1.3	±0.1	
Hispanic	100	±1	76	16	5	2	±3	1.3	±0.1	
AIAN	99	±1	77	18	4	0	±9	1.3	±0.1	
Asian	100	±1	70	25	4	1	±4	1.4	±0.1	
NHPI	100	±1	74	19	4	3	±9	1.4	±0.2	
Two or More Races	100	±1	71	23	4	2	±8	1.4	±0.2	
AGR/FTS/AR	99	±1	70	24	5	1	±3	1.4	±0.1	
Other Selected Reserve	100	±1	75	20	4	1	±2	1.3	±0.1	
Reserve Unit	100	±1	74	20	4	1	±2	1.3	±0.1	
Military Technician	100	±1	74	22	3	1	±4	1.3	±0.1	
IMA	99	±1	79	19	2	1	±3	1.2	±0.1	
Not Activated Past 12 Months	100	±1	75	20	4	1	±2	1.3	±0.1	
Activated Past 12 Months	99	±1	72	22	5	1	±3	1.3	±0.1	
Not Deployed Past 12 Months	100	±1	75	20	4	1	±2	1.3	±0.1	
Deployed Past 12 Months	99	±2	71	24	5	1	±4	1.4	±0.1	
ARNG	99	±1	72	21	5	1	±3	1.4	±0.1	
White	99	±1	71	23	4	1	±4	1.4	±0.1	
Total Minority	100	±1	75	17	5	3	±3	1.4	±0.1	
Black	100	±1	74	19	5	2	±5	1.3	±0.1	
Hispanic	100	±1	77	13	6	4	±6	1.4	±0.2	
Other Race/Ethnicity	100	±1	72	21	4	2	±7	1.4	±0.1	
Enlisted	99	±1	73	21	5	2	±4	1.4	±0.1	
E1 – E4	100	±1	73	21	5	1	±6	1.3	±0.1	
E5 – E9	99	±1	73	20	5	2	±4	1.4	±0.1	
Officers	99	±2	70	27	3	1	±6	1.3	±0.1	
USAR	100	±1	73	20	5	1	±3	1.3	±0.1	
White	100	±1	73	21	5	2	±5	1.4	±0.1	
Total Minority	100	±1	74	20	5	1	±3	1.3	±0.1	
Black	100	±1	75	19	5	1	±4	1.3	±0.1	
Hispanic	100	±1	76	17	6	1	±5	1.3	±0.1	
Other Race/Ethnicity	100	±1	67	25	6	2	±9	1.4	±0.2	
Enlisted	100	±1	73	20	5	2	±4	1.4	±0.1	
E1 – E4	100	±0	74	18	6	2	±6	1.4	±0.1	
E5 – E9	100	±1	72	22	4	2	±4	1.3	±0.1	
Officers	99	±2	74	22	3	1	±6	1.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

60a. Continued	Percent Responding		Percentages				Max ME	Average Amount of Time		
			1	2	3	4				
USNR	100	±1	74	22	3	1	±3	1.3	±0.1	■
White	100	±1	76	20	3	1	±5	1.3	±0.1	■
Total Minority	99	±1	71	24	3	2	±4	1.4	±0.1	■
Black	99	±2	73	21	4	2	±5	1.3	±0.1	■
Hispanic	100	±1	70	25	3	2	±6	1.4	±0.1	■
Other Race/Ethnicity	99	±1	69	26	4	1	±6	1.4	±0.1	■
Enlisted	100	±1	74	21	3	1	±4	1.3	±0.1	■
E1 – E4	99	±1	76	21	2	1	±7	1.3	±0.1	■
E5 – E9	100	±1	73	21	4	1	±5	1.3	±0.1	■
Officers	100	±1	75	23	2	1	±6	1.3	±0.1	■
USMCR	100	±1	68	25	5	2	±5	1.4	±0.1	■
White	100	±1	69	23	6	3	±7	1.4	±0.2	■
Total Minority	100	±1	67	28	4	1	±6	1.4	±0.1	■
Black	100	±1	63	30	5	2	±13	1.5	±0.2	■
Hispanic	100	±1	68	27	3	1	±9	1.4	±0.1	■
Other Race/Ethnicity	100	±0	66	29	4	2	±10	1.4	±0.2	■
Enlisted	100	±1	68	25	5	2	±6	1.4	±0.1	■
E1 – E4	100	±1	68	24	5	2	±7	1.4	±0.2	■
E5 – E9	100	±1	66	27	5	2	±7	1.4	±0.1	■
Officers	100	±0	70	26	3	1	±5	1.3	±0.1	■
ANG	99	±1	78	20	2	1	±3	1.3	±0.1	■
White	99	±1	76	21	2	0	±3	1.3	±0.1	■
Total Minority	100	±1	82	16	2	1	±3	1.2	±0.1	■
Black	100	±1	82	16	2	1	±4	1.2	±0.1	■
Hispanic	100	±1	83	15	1	1	±5	1.2	±0.1	■
Other Race/Ethnicity	100	±1	80	17	2	1	±5	1.2	±0.1	■
Enlisted	99	±1	79	19	2	0	±3	1.2	±0.1	■
E1 – E4	100	±1	86	13	1	0	±5	1.2	±0.1	■
E5 – E9	99	±1	76	21	2	1	±3	1.3	±0.1	■
Officers	99	±1	70	25	4	1	±6	1.4	±0.1	■
USAFR	99	±1	83	14	2	1	±3	1.2	±0.1	■
White	99	±1	83	15	2	0	±4	1.2	±0.1	■
Total Minority	99	±1	84	13	2	2	±3	1.2	±0.1	■
Black	99	±1	86	10	2	2	±4	1.2	±0.1	■
Hispanic	100	±1	85	12	1	2	±6	1.2	±0.1	■
Other Race/Ethnicity	99	±1	77	19	3	0	±7	1.3	±0.1	■
Enlisted	99	±1	83	15	1	1	±3	1.2	±0.1	■
E1 – E4	99	±1	84	14	1	1	±5	1.2	±0.1	■
E5 – E9	99	±1	82	15	2	1	±4	1.2	±0.1	■
Officers	100	±1	85	11	3	0	±5	1.2	±0.1	■
USCGR	99	±1	77	20	3	0	±4	1.3	±0.1	■
White	99	±1	77	20	3	0	±5	1.3	±0.1	■
Total Minority	100	±1	76	20	3	0	±6	1.3	±0.1	■
Black	100	±0	80	12	8	NR	±22	1.3	±0.3	■
Hispanic	100	±1	83	14	2	1	±6	1.2	±0.1	■
Other Race/Ethnicity	100	±0	61	35	3	1	±12	1.4	±0.2	■
Enlisted	99	±1	76	21	3	0	±5	1.3	±0.1	■
E1 – E4	99	±1	76	20	4	0	±8	1.3	±0.1	■
E5 – E9	99	±2	76	21	2	1	±6	1.3	±0.1	■
Officers	99	±2	79	17	2	1	±5	1.2	±0.1	■

Note. Percent responding are Reserve component members who answered the question.
 NR: Not reportable

60. How many times in the past 30 days have you...**b. Left work early because you did not want to be there anymore?**

1. Little or none of the time

2. Some of the time

3. A good bit of the time

4. All or most of the time

	Percent Responding		Percentages				Max ME	Average Amount of Time		
			1	2	3	4				
TOTAL DOD	99	±1	86	10	3	1	±2	1.2	±0.1	
Enlisted	99	±1	87	10	3	1	±2	1.2	±0.1	
E1 – E4	99	±1	87	9	4	1	±3	1.2	±0.1	
E5 – E9	99	±1	86	11	2	1	±2	1.2	±0.1	
Officers	99	±1	86	11	2	1	±3	1.2	±0.1	
O1 – O3	99	±1	85	12	2	1	±4	1.2	±0.1	
O4 – O6	99	±1	87	10	2	0	±3	1.2	±0.1	
Male	99	±1	87	10	2	1	±2	1.2	±0.1	
Female	99	±1	85	12	3	0	±3	1.2	±0.1	
White	99	±1	86	10	3	0	±2	1.2	±0.1	
Total Minority	99	±1	86	10	2	1	±2	1.2	±0.1	
Black	99	±1	88	9	2	1	±2	1.2	±0.1	
Hispanic	99	±2	86	10	2	2	±3	1.2	±0.1	
AIAN	99	±2	78	19	2	0	±17	1.2	±0.2	
Asian	99	±1	86	11	2	1	±3	1.2	±0.1	
NHPI	97	±5	79	14	5	2	±13	1.3	±0.2	
Two or More Races	97	±4	85	12	2	1	±7	1.2	±0.1	
AGR/FTS/AR	99	±1	83	14	3	0	±3	1.2	±0.1	
Other Selected Reserve	99	±1	87	10	3	1	±2	1.2	±0.1	
Reserve Unit	99	±1	87	10	3	1	±2	1.2	±0.1	
Military Technician	99	±1	82	15	2	1	±4	1.2	±0.1	
IMA	99	±1	89	10	1	0	±2	1.1	±0.1	
Not Activated Past 12 Months	99	±1	87	10	3	1	±2	1.2	±0.1	
Activated Past 12 Months	98	±1	86	11	3	1	±3	1.2	±0.1	
Not Deployed Past 12 Months	99	±1	87	10	2	1	±2	1.2	±0.1	
Deployed Past 12 Months	99	±2	84	12	4	1	±4	1.2	±0.1	
ARNG	99	±1	85	11	3	1	±3	1.2	±0.1	
White	99	±1	85	11	4	0	±4	1.2	±0.1	
Total Minority	99	±2	85	10	3	2	±3	1.2	±0.1	
Black	99	±1	87	10	2	1	±4	1.2	±0.1	
Hispanic	98	±3	84	10	3	4	±6	1.3	±0.1	
Other Race/Ethnicity	99	±2	82	13	3	2	±6	1.2	±0.1	
Enlisted	99	±1	85	11	4	1	±3	1.2	±0.1	
E1 – E4	99	±1	85	10	4	1	±5	1.2	±0.1	
E5 – E9	99	±1	85	11	3	1	±3	1.2	±0.1	
Officers	99	±1	86	11	2	1	±5	1.2	±0.1	
USAR	99	±1	85	11	3	0	±3	1.2	±0.1	
White	99	±2	85	12	3	0	±4	1.2	±0.1	
Total Minority	99	±2	86	11	3	1	±3	1.2	±0.1	
Black	99	±1	88	8	2	1	±3	1.2	±0.1	
Hispanic	99	±1	85	12	2	1	±4	1.2	±0.1	
Other Race/Ethnicity	97	±5	80	15	3	1	±9	1.2	±0.1	
Enlisted	99	±2	86	11	3	0	±3	1.2	±0.1	
E1 – E4	98	±2	86	10	4	0	±5	1.2	±0.1	
E5 – E9	99	±1	86	12	2	1	±3	1.2	±0.1	
Officers	99	±2	84	12	3	1	±5	1.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.

60b. Continued	Percent Responding		Percentages				Max ME	Average Amount of Time		
			1	2	3	4				
USNR	99	±1	86	12	2	1	±3	1.2	±0.1	■
White	99	±2	86	12	2	0	±4	1.2	±0.1	■
Total Minority	99	±1	86	11	2	1	±3	1.2	±0.1	■
Black	99	±1	88	10	1	1	±4	1.2	±0.1	■
Hispanic	99	±2	85	12	2	1	±6	1.2	±0.1	■
Other Race/Ethnicity	99	±1	85	12	2	1	±6	1.2	±0.1	■
Enlisted	99	±1	86	12	2	1	±4	1.2	±0.1	■
E1 – E4	98	±3	86	13	1	1	±7	1.2	±0.1	■
E5 – E9	99	±1	86	12	2	0	±4	1.2	±0.1	■
Officers	100	±1	87	11	2	0	±5	1.1	±0.1	■
USMCR	99	±1	86	11	2	1	±4	1.2	±0.1	■
White	100	±1	85	11	3	1	±6	1.2	±0.1	■
Total Minority	99	±1	88	10	1	1	±4	1.1	±0.1	■
Black	100	±1	87	11	1	1	±6	1.2	±0.1	■
Hispanic	98	±2	88	10	1	1	±6	1.1	±0.1	■
Other Race/Ethnicity	98	±3	88	8	3	1	±6	1.2	±0.1	■
Enlisted	99	±1	86	10	2	1	±4	1.2	±0.1	■
E1 – E4	100	±1	89	9	2	1	±6	1.1	±0.1	■
E5 – E9	99	±1	81	14	4	1	±5	1.2	±0.1	■
Officers	99	±1	84	15	1	1	±4	1.2	±0.1	■
ANG	99	±1	90	9	1	0	±2	1.1	±0.1	■
White	99	±1	89	9	1	0	±2	1.1	±0.1	■
Total Minority	99	±1	90	8	1	1	±2	1.1	±0.1	■
Black	99	±1	91	8	1	0	±3	1.1	±0.1	■
Hispanic	98	±3	91	8	1	0	±4	1.1	±0.1	■
Other Race/Ethnicity	99	±1	89	10	1	1	±5	1.1	±0.1	■
Enlisted	99	±1	90	8	1	0	±2	1.1	±0.1	■
E1 – E4	99	±1	95	4	1	0	±3	1.1	±0.1	■
E5 – E9	99	±1	89	10	1	0	±2	1.1	±0.1	■
Officers	99	±1	85	13	1	1	±5	1.2	±0.1	■
USAFR	99	±1	92	7	1	1	±2	1.1	±0.1	■
White	99	±1	92	7	1	0	±3	1.1	±0.1	■
Total Minority	99	±1	92	7	1	1	±2	1.1	±0.1	■
Black	99	±1	92	7	1	1	±3	1.1	±0.1	■
Hispanic	99	±1	94	4	1	1	±8	1.1	±0.1	■
Other Race/Ethnicity	99	±2	90	9	0	0	±6	1.1	±0.1	■
Enlisted	99	±1	92	7	1	1	±2	1.1	±0.1	■
E1 – E4	99	±1	93	6	0	1	±4	1.1	±0.1	■
E5 – E9	99	±1	91	7	1	1	±3	1.1	±0.1	■
Officers	99	±2	92	7	1	0	±4	1.1	±0.1	■
USCGR	100	±1	90	9	1	0	±3	1.1	±0.1	■
White	100	±1	92	7	1	1	±4	1.1	±0.1	■
Total Minority	100	±1	86	13	1	0	±6	1.2	±0.1	■
Black	100	±0	81	19	NR	NR	±20	1.2	±0.2	■
Hispanic	100	±1	93	6	1	0	±5	1.1	±0.1	■
Other Race/Ethnicity	100	±0	76	22	1	0	±14	1.3	±0.2	■
Enlisted	100	±1	90	9	1	1	±4	1.1	±0.1	■
E1 – E4	100	±0	90	8	1	1	±6	1.1	±0.1	■
E5 – E9	99	±1	89	9	1	1	±5	1.1	±0.1	■
Officers	99	±1	92	7	1	0	±4	1.1	±0.1	■

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

60. How many times in the past 30 days have you...**c. Been late for work by 30 minutes or more (excluding unplanned or unpreventable circumstances including traffic/transportation delays)?**1. Little or none of the time
4. All or most of the time

2. Some of the time

3. A good bit of the time

	Percent Responding		Percentages				Max ME	Average Amount of Time		
			1	2	3	4				
TOTAL DOD	99	±1	93	5	1	1	±1	1.1	±0.1	
Enlisted	99	±1	93	5	1	1	±1	1.1	±0.1	
E1 – E4	99	±1	93	5	2	1	±2	1.1	±0.1	
E5 – E9	99	±1	94	5	1	1	±1	1.1	±0.1	
Officers	99	±1	93	5	1	0	±2	1.1	±0.1	
O1 – O3	99	±2	93	5	1	1	±3	1.1	±0.1	
O4 – O6	99	±1	94	5	1	0	±2	1.1	±0.1	
Male	99	±1	93	5	1	1	±1	1.1	±0.1	
Female	99	±1	92	6	2	1	±2	1.1	±0.1	
White	99	±1	95	4	1	0	±2	1.1	±0.1	
Total Minority	99	±1	90	7	1	1	±2	1.1	±0.1	
Black	99	±1	90	7	1	1	±2	1.1	±0.1	
Hispanic	99	±1	90	7	2	1	±3	1.1	±0.1	
AIAN	99	±1	89	9	2	0	±8	1.1	±0.1	
Asian	99	±1	90	8	2	0	±3	1.1	±0.1	
NHPI	100	±1	91	7	1	1	±5	1.1	±0.1	
Two or More Races	100	±1	90	8	0	2	±6	1.1	±0.1	
AGR/FTS/AR	99	±1	93	6	1	0	±2	1.1	±0.1	
Other Selected Reserve	99	±1	93	5	1	1	±1	1.1	±0.1	
Reserve Unit	99	±1	93	5	1	1	±1	1.1	±0.1	
Military Technician	100	±1	93	5	1	1	±2	1.1	±0.1	
IMA	99	±1	95	4	1	0	±2	1.1	±0.1	
Not Activated Past 12 Months	99	±1	93	5	1	1	±2	1.1	±0.1	
Activated Past 12 Months	99	±1	94	4	2	0	±2	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	93	5	1	1	±1	1.1	±0.1	
Deployed Past 12 Months	99	±2	93	4	2	0	±3	1.1	±0.1	
ARNG	99	±1	92	6	2	1	±2	1.1	±0.1	
White	100	±1	94	4	2	1	±3	1.1	±0.1	
Total Minority	99	±1	88	8	1	2	±3	1.2	±0.1	
Black	100	±1	89	8	1	1	±4	1.1	±0.1	
Hispanic	99	±2	88	7	2	3	±6	1.2	±0.1	
Other Race/Ethnicity	100	±1	88	10	1	1	±6	1.2	±0.1	
Enlisted	100	±1	92	5	2	1	±3	1.1	±0.1	
E1 – E4	100	±1	91	5	2	1	±4	1.1	±0.1	
E5 – E9	100	±1	92	6	1	1	±2	1.1	±0.1	
Officers	99	±2	92	6	1	1	±4	1.1	±0.1	
USAR	98	±1	93	4	2	0	±2	1.1	±0.1	
White	98	±2	96	1	2	0	±3	1.1	±0.1	
Total Minority	99	±1	90	8	1	1	±2	1.1	±0.1	
Black	99	±1	90	8	1	1	±3	1.1	±0.1	
Hispanic	99	±1	90	8	2	1	±4	1.1	±0.1	
Other Race/Ethnicity	100	±1	89	9	1	1	±4	1.1	±0.1	
Enlisted	98	±2	94	4	2	0	±2	1.1	±0.1	
E1 – E4	97	±3	94	3	2	0	±3	1.1	±0.1	
E5 – E9	99	±1	93	5	1	0	±2	1.1	±0.1	
Officers	99	±2	92	6	1	1	±4	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

60c. Continued	Percent Responding		Percentages				Max ME	Average Amount of Time		
			1	2	3	4				
USNR	99	±1	93	6	1	0	±2	1.1	±0.1	
White	100	±1	94	5	1	0	±3	1.1	±0.1	
Total Minority	99	±1	91	7	1	1	±2	1.1	±0.1	
Black	98	±2	90	8	1	1	±4	1.1	±0.1	
Hispanic	99	±1	91	8	1	0	±4	1.1	±0.1	
Other Race/Ethnicity	99	±1	92	7	1	0	±3	1.1	±0.1	
Enlisted	99	±1	93	6	1	0	±2	1.1	±0.1	
E1 – E4	99	±2	91	8	1	0	±6	1.1	±0.1	
E5 – E9	99	±1	94	5	1	0	±3	1.1	±0.1	
Officers	100	±1	93	6	0	0	±4	1.1	±0.1	
USMCR	100	±1	91	8	1	1	±4	1.1	±0.1	
White	100	±1	92	6	0	1	±5	1.1	±0.1	
Total Minority	99	±1	88	10	2	1	±5	1.2	±0.1	
Black	99	±1	88	7	4	1	±6	1.2	±0.1	
Hispanic	100	±1	88	11	1	0	±8	1.1	±0.1	
Other Race/Ethnicity	98	±3	86	11	1	1	±17	1.2	±0.2	
Enlisted	100	±1	90	8	1	1	±4	1.1	±0.1	
E1 – E4	100	±1	91	8	1	1	±6	1.1	±0.1	
E5 – E9	100	±1	89	8	2	1	±5	1.1	±0.1	
Officers	100	±1	93	5	1	0	±3	1.1	±0.1	
ANG	100	±1	96	3	1	0	±1	1.1	±0.1	
White	100	±1	96	3	1	0	±2	1.0	±0.1	
Total Minority	100	±1	94	4	1	0	±2	1.1	±0.1	
Black	99	±1	94	4	2	0	±3	1.1	±0.1	
Hispanic	100	±1	95	4	1	0	±4	1.1	±0.1	
Other Race/Ethnicity	100	±1	94	4	2	0	±5	1.1	±0.1	
Enlisted	100	±1	96	3	1	0	±2	1.1	±0.1	
E1 – E4	100	±1	97	2	1	0	±3	1.0	±0.1	
E5 – E9	100	±1	96	3	1	0	±2	1.1	±0.1	
Officers	100	±1	96	3	1	0	±3	1.1	±0.1	
USAFR	99	±1	96	3	1	0	±2	1.1	±0.1	
White	99	±1	97	2	1	0	±2	1.0	±0.1	
Total Minority	100	±1	95	4	1	0	±2	1.1	±0.1	
Black	100	±1	94	4	1	0	±3	1.1	±0.1	
Hispanic	99	±1	97	3	0	0	±2	1.0	±0.1	
Other Race/Ethnicity	99	±1	94	5	0	0	±6	1.1	±0.1	
Enlisted	99	±1	96	3	1	0	±2	1.1	±0.1	
E1 – E4	99	±2	96	3	1	1	±3	1.1	±0.1	
E5 – E9	99	±1	96	3	1	0	±2	1.1	±0.1	
Officers	100	±1	96	3	0	0	±4	1.0	±0.1	
USCGR	100	±1	95	5	0	0	±2	1.1	±0.1	
White	100	±1	95	4	0	0	±3	1.1	±0.1	
Total Minority	100	±1	93	6	1	0	±5	1.1	±0.1	
Black	98	±4	89	8	2	NR	±22	1.1	±0.2	
Hispanic	100	±0	95	4	1	0	±3	1.1	±0.1	
Other Race/Ethnicity	100	±0	92	8	0	0	±13	1.1	±0.1	
Enlisted	100	±1	95	4	0	0	±3	1.1	±0.1	
E1 – E4	100	±0	95	3	1	1	±5	1.1	±0.1	
E5 – E9	100	±1	95	5	0	0	±4	1.0	±0.1	
Officers	99	±2	93	6	1	0	±4	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

61. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on- or off-duty, on- or off-installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	100	±1	90	7	2	1	±1	1.1	±0.1	
Enlisted	100	±1	90	7	2	1	±2	1.1	±0.1	
E1 – E4	100	±1	90	7	2	1	±3	1.1	±0.1	
E5 – E9	100	±1	90	7	2	1	±2	1.1	±0.1	
Officers	99	±1	92	6	1	1	±2	1.1	±0.1	
O1 – O3	100	±1	90	7	1	2	±4	1.1	±0.1	
O4 – O6	99	±1	94	5	1	0	±2	1.1	±0.1	
Male	100	±1	91	7	2	1	±2	1.1	±0.1	
Female	100	±1	88	8	3	1	±3	1.2	±0.1	
White	100	±1	92	6	1	1	±2	1.1	±0.1	
Total Minority	100	±1	86	9	3	1	±2	1.2	±0.1	
Black	99	±1	85	10	4	1	±2	1.2	±0.1	
Hispanic	100	±1	88	8	3	1	±3	1.2	±0.1	
AIAN	99	±1	91	5	3	1	±5	1.1	±0.1	
Asian	99	±1	84	12	3	1	±4	1.2	±0.1	
NHPI	100	±1	91	6	2	0	±6	1.1	±0.1	
Two or More Races	100	±1	81	12	4	2	±9	1.3	±0.2	
AGR/FTS/AR	99	±1	91	7	2	0	±2	1.1	±0.1	
Other Selected Reserve	100	±1	90	7	2	1	±2	1.1	±0.1	
Reserve Unit	100	±1	90	7	2	1	±2	1.1	±0.1	
Military Technician	100	±1	89	8	3	1	±3	1.2	±0.1	
IMA	100	±1	95	4	1	0	±2	1.1	±0.1	
Not Activated Past 12 Months	100	±1	91	6	2	1	±2	1.1	±0.1	
Activated Past 12 Months	100	±1	88	9	2	1	±2	1.2	±0.1	
Not Deployed Past 12 Months	100	±1	91	6	2	1	±2	1.1	±0.1	
Deployed Past 12 Months	100	±1	86	11	3	1	±3	1.2	±0.1	
ARNG	100	±1	88	9	2	1	±2	1.2	±0.1	
White	100	±1	90	7	2	1	±3	1.1	±0.1	
Total Minority	100	±1	83	11	4	2	±3	1.2	±0.1	
Black	100	±1	82	13	5	1	±4	1.3	±0.1	
Hispanic	100	±1	86	9	4	1	±6	1.2	±0.1	
Other Race/Ethnicity	100	±1	80	11	5	4	±9	1.3	±0.2	
Enlisted	100	±1	88	9	2	1	±3	1.2	±0.1	
E1 – E4	100	±1	88	8	3	1	±4	1.2	±0.1	
E5 – E9	100	±1	88	10	2	1	±3	1.2	±0.1	
Officers	99	±2	90	7	2	2	±4	1.2	±0.1	
USAR	100	±1	90	7	2	1	±2	1.1	±0.1	
White	100	±1	93	5	2	0	±4	1.1	±0.1	
Total Minority	99	±1	86	9	3	1	±3	1.2	±0.1	
Black	99	±1	86	9	4	1	±4	1.2	±0.1	
Hispanic	100	±1	89	8	2	1	±4	1.2	±0.1	
Other Race/Ethnicity	100	±1	84	13	3	0	±9	1.2	±0.1	
Enlisted	100	±1	90	7	3	1	±3	1.1	±0.1	
E1 – E4	100	±1	90	7	2	0	±5	1.1	±0.1	
E5 – E9	100	±1	89	7	3	1	±3	1.2	±0.1	
Officers	100	±1	92	6	2	0	±4	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

61a. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
USNR	100	±1	91	7	2	1	±3	1.1	±0.1	
White	100	±1	93	6	1	1	±4	1.1	±0.1	
Total Minority	99	±1	88	8	3	1	±3	1.2	±0.1	
Black	98	±2	87	8	5	0	±4	1.2	±0.1	
Hispanic	99	±1	90	6	3	1	±4	1.2	±0.1	
Other Race/Ethnicity	99	±1	85	11	3	1	±5	1.2	±0.1	
Enlisted	99	±1	89	8	2	1	±3	1.1	±0.1	
E1 – E4	99	±1	88	8	3	1	±6	1.2	±0.1	
E5 – E9	100	±1	90	8	2	1	±3	1.1	±0.1	
Officers	100	±1	96	4	1	0	±3	1.0	±0.1	
USMCR	99	±1	90	6	2	2	±4	1.2	±0.1	
White	99	±2	93	4	2	2	±5	1.1	±0.1	
Total Minority	99	±1	85	11	2	2	±6	1.2	±0.1	
Black	99	±2	83	12	3	2	±7	1.2	±0.1	
Hispanic	99	±1	86	9	2	2	±10	1.2	±0.2	
Other Race/Ethnicity	99	±2	81	14	2	3	±15	1.3	±0.2	
Enlisted	99	±1	89	7	2	2	±4	1.2	±0.1	
E1 – E4	99	±2	89	6	2	2	±6	1.2	±0.1	
E5 – E9	100	±1	90	7	2	1	±5	1.1	±0.1	
Officers	100	±1	95	4	0	0	±3	1.1	±0.1	
ANG	99	±1	94	4	2	0	±2	1.1	±0.1	
White	99	±1	95	3	1	0	±2	1.1	±0.1	
Total Minority	100	±1	90	6	2	1	±2	1.1	±0.1	
Black	99	±1	87	9	3	1	±4	1.2	±0.1	
Hispanic	100	±0	91	6	2	1	±4	1.1	±0.1	
Other Race/Ethnicity	100	±0	93	5	2	1	±4	1.1	±0.1	
Enlisted	99	±1	94	4	2	0	±2	1.1	±0.1	
E1 – E4	99	±2	96	2	1	0	±3	1.1	±0.1	
E5 – E9	100	±1	94	4	2	0	±2	1.1	±0.1	
Officers	99	±2	93	6	0	1	±4	1.1	±0.1	
USAFR	99	±1	95	4	1	0	±2	1.1	±0.1	
White	99	±1	96	3	0	0	±2	1.0	±0.1	
Total Minority	100	±1	92	6	2	1	±2	1.1	±0.1	
Black	100	±1	90	7	2	1	±3	1.2	±0.1	
Hispanic	100	±1	94	4	1	0	±3	1.1	±0.1	
Other Race/Ethnicity	100	±1	94	5	1	0	±5	1.1	±0.1	
Enlisted	99	±1	94	4	1	0	±2	1.1	±0.1	
E1 – E4	100	±1	94	4	1	1	±3	1.1	±0.1	
E5 – E9	99	±1	94	5	1	0	±2	1.1	±0.1	
Officers	99	±2	96	4	0	0	±4	1.0	±0.1	
USCGR	100	±1	93	4	2	1	±3	1.1	±0.1	
White	100	±1	96	3	1	0	±3	1.1	±0.1	
Total Minority	100	±1	87	8	3	1	±6	1.2	±0.1	
Black	100	±0	76	9	6	9	±22	1.5	±0.4	
Hispanic	100	±1	90	7	3	0	±6	1.1	±0.1	
Other Race/Ethnicity	99	±2	89	9	2	0	±14	1.1	±0.1	
Enlisted	100	±1	93	4	2	1	±3	1.1	±0.1	
E1 – E4	100	±1	93	3	2	2	±5	1.1	±0.1	
E5 – E9	100	±1	93	5	2	0	±4	1.1	±0.1	
Officers	99	±2	95	4	1	0	±3	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.















































61. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on- or off-duty, on- or off-installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	86	10	3	1	±2	1.2	±0.1	
Enlisted	99	±1	85	10	3	1	±2	1.2	±0.1	
E1 – E4	99	±1	84	11	3	2	±3	1.2	±0.1	
E5 – E9	99	±1	86	10	3	1	±2	1.2	±0.1	
Officers	99	±1	88	9	2	1	±2	1.2	±0.1	
O1 – O3	99	±1	85	11	2	2	±4	1.2	±0.1	
O4 – O6	99	±1	91	7	1	0	±2	1.1	±0.1	
Male	99	±1	86	10	3	1	±2	1.2	±0.1	
Female	99	±1	84	11	3	2	±3	1.2	±0.1	
White	99	±1	88	9	2	1	±2	1.2	±0.1	
Total Minority	99	±1	80	13	4	2	±2	1.3	±0.1	
Black	99	±1	80	13	5	2	±3	1.3	±0.1	
Hispanic	99	±1	81	13	4	3	±3	1.3	±0.1	
AIAN	97	±7	87	8	4	1	±6	1.2	±0.1	
Asian	100	±1	75	17	5	2	±4	1.3	±0.1	
NHPI	100	±0	88	6	6	1	±7	1.2	±0.1	
Two or More Races	100	±1	78	12	4	6	±9	1.4	±0.2	
AGR/FTS/AR	100	±1	87	9	3	1	±2	1.2	±0.1	
Other Selected Reserve	99	±1	85	10	3	1	±2	1.2	±0.1	
Reserve Unit	99	±1	85	10	3	1	±2	1.2	±0.1	
Military Technician	100	±1	86	10	3	1	±3	1.2	±0.1	
IMA	99	±1	91	7	1	1	±2	1.1	±0.1	
Not Activated Past 12 Months	99	±1	86	9	3	1	±2	1.2	±0.1	
Activated Past 12 Months	100	±1	83	12	4	1	±3	1.2	±0.1	
Not Deployed Past 12 Months	99	±1	86	9	3	1	±2	1.2	±0.1	
Deployed Past 12 Months	100	±1	80	14	5	1	±4	1.3	±0.1	
ARNG	99	±1	84	11	4	2	±3	1.2	±0.1	
White	99	±1	86	10	3	1	±4	1.2	±0.1	
Total Minority	99	±1	78	14	5	4	±4	1.3	±0.1	
Black	100	±1	78	14	5	2	±5	1.3	±0.1	
Hispanic	100	±1	80	14	4	3	±6	1.3	±0.1	
Other Race/Ethnicity	99	±3	72	16	4	8	±9	1.5	±0.2	
Enlisted	99	±1	83	11	4	2	±3	1.2	±0.1	
E1 – E4	99	±2	82	12	4	2	±5	1.3	±0.1	
E5 – E9	100	±1	84	11	4	1	±3	1.2	±0.1	
Officers	100	±1	87	9	2	2	±4	1.2	±0.1	
USAR	99	±1	84	12	3	1	±3	1.2	±0.1	
White	99	±2	87	10	2	1	±4	1.2	±0.1	
Total Minority	99	±1	81	13	4	2	±3	1.3	±0.1	
Black	99	±1	81	13	4	2	±4	1.3	±0.1	
Hispanic	99	±1	80	14	3	3	±5	1.3	±0.1	
Other Race/Ethnicity	100	±1	82	12	5	1	±7	1.2	±0.1	
Enlisted	99	±1	84	12	3	1	±3	1.2	±0.1	
E1 – E4	100	±1	85	11	3	2	±5	1.2	±0.1	
E5 – E9	99	±2	82	13	4	1	±3	1.2	±0.1	
Officers	99	±2	86	12	2	1	±5	1.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.

61b. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
USNR	100	±1	88	8	3	1	±3	1.2	±0.1	
White	100	±1	91	7	1	1	±4	1.1	±0.1	
Total Minority	99	±1	83	10	5	1	±3	1.3	±0.1	
Black	99	±2	82	10	7	1	±4	1.3	±0.1	
Hispanic	99	±1	87	9	3	2	±4	1.2	±0.1	
Other Race/Ethnicity	99	±1	79	13	6	2	±6	1.3	±0.1	
Enlisted	100	±1	86	9	3	1	±3	1.2	±0.1	
E1 – E4	99	±1	83	11	4	1	±7	1.2	±0.1	
E5 – E9	100	±1	87	8	3	1	±4	1.2	±0.1	
Officers	100	±1	92	6	1	0	±4	1.1	±0.1	
USMCR	99	±1	82	11	5	3	±4	1.3	±0.1	
White	99	±2	86	8	4	2	±6	1.2	±0.1	
Total Minority	99	±1	74	16	6	4	±6	1.4	±0.2	
Black	99	±2	76	13	7	3	±8	1.4	±0.2	
Hispanic	99	±1	75	17	3	5	±10	1.4	±0.2	
Other Race/Ethnicity	99	±2	68	19	10	3	±17	1.5	±0.3	
Enlisted	99	±1	81	11	5	3	±5	1.3	±0.1	
E1 – E4	99	±2	81	11	5	3	±7	1.3	±0.2	
E5 – E9	100	±1	79	12	6	2	±6	1.3	±0.1	
Officers	99	±1	93	6	1	0	±3	1.1	±0.1	
ANG	99	±1	91	7	2	0	±2	1.1	±0.1	
White	99	±1	92	6	1	0	±2	1.1	±0.1	
Total Minority	99	±1	84	11	4	1	±3	1.2	±0.1	
Black	99	±1	83	13	3	1	±4	1.2	±0.1	
Hispanic	99	±1	84	11	4	1	±5	1.2	±0.1	
Other Race/Ethnicity	100	±1	86	9	4	1	±5	1.2	±0.1	
Enlisted	99	±1	91	7	2	0	±2	1.1	±0.1	
E1 – E4	99	±2	93	5	1	0	±4	1.1	±0.1	
E5 – E9	99	±1	90	8	2	0	±2	1.1	±0.1	
Officers	98	±2	91	8	1	1	±4	1.1	±0.1	
USAFR	100	±1	91	7	2	0	±2	1.1	±0.1	
White	100	±1	94	5	1	0	±3	1.1	±0.1	
Total Minority	100	±1	87	10	3	1	±3	1.2	±0.1	
Black	99	±1	87	9	3	1	±4	1.2	±0.1	
Hispanic	100	±1	86	9	4	1	±5	1.2	±0.1	
Other Race/Ethnicity	100	±1	86	11	2	0	±6	1.2	±0.1	
Enlisted	100	±1	91	7	2	0	±2	1.1	±0.1	
E1 – E4	100	±0	90	7	3	0	±4	1.1	±0.1	
E5 – E9	100	±1	91	7	2	0	±3	1.1	±0.1	
Officers	100	±1	93	6	1	0	±4	1.1	±0.1	
USCGR	100	±1	89	7	3	1	±3	1.1	±0.1	
White	100	±1	91	6	2	0	±4	1.1	±0.1	
Total Minority	100	±1	84	10	4	2	±5	1.2	±0.1	
Black	100	±0	78	9	6	NR	±18	1.4	±0.4	
Hispanic	99	±2	84	10	6	1	±7	1.2	±0.1	
Other Race/Ethnicity	100	±0	89	9	1	1	±9	1.1	±0.1	
Enlisted	100	±1	89	7	3	1	±4	1.2	±0.1	
E1 – E4	100	±1	85	9	4	2	±7	1.2	±0.1	
E5 – E9	100	±1	91	6	3	0	±4	1.1	±0.1	
Officers	100	±1	92	6	1	0	±4	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

61. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on- or off-duty, on- or off-installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

c. Were condescending to you because of your race/ethnicity?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	92	5	2	1	±1	1.1	±0.1	
Enlisted	99	±1	92	5	2	1	±1	1.1	±0.1	
E1 – E4	99	±1	91	5	3	1	±2	1.1	±0.1	
E5 – E9	99	±1	93	5	2	1	±1	1.1	±0.1	
Officers	99	±1	94	4	2	1	±2	1.1	±0.1	
O1 – O3	99	±1	92	5	2	1	±3	1.1	±0.1	
O4 – O6	99	±1	96	3	1	1	±2	1.1	±0.1	
Male	99	±1	93	4	2	1	±1	1.1	±0.1	
Female	99	±1	89	7	3	1	±3	1.2	±0.1	
White	99	±1	95	3	1	0	±2	1.1	±0.1	
Total Minority	99	±1	86	8	4	2	±2	1.2	±0.1	
Black	99	±1	85	8	4	2	±2	1.2	±0.1	
Hispanic	99	±1	88	7	4	1	±3	1.2	±0.1	
AIAN	97	±5	89	6	2	4	±8	1.2	±0.2	
Asian	99	±1	82	11	5	2	±3	1.3	±0.1	
NHPI	100	±1	93	4	3	0	±4	1.1	±0.1	
Two or More Races	99	±2	81	15	1	2	±10	1.2	±0.1	
AGR/FTS/AR	99	±1	92	5	2	1	±2	1.1	±0.1	
Other Selected Reserve	99	±1	92	5	2	1	±1	1.1	±0.1	
Reserve Unit	99	±1	92	5	2	1	±1	1.1	±0.1	
Military Technician	99	±1	92	6	1	1	±3	1.1	±0.1	
IMA	99	±1	95	3	1	1	±2	1.1	±0.1	
Not Activated Past 12 Months	99	±1	93	4	2	1	±1	1.1	±0.1	
Activated Past 12 Months	99	±1	91	6	2	1	±2	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	93	4	2	1	±1	1.1	±0.1	
Deployed Past 12 Months	99	±1	88	7	3	1	±3	1.2	±0.1	
ARNG	99	±1	92	5	2	1	±2	1.1	±0.1	
White	99	±2	95	3	1	0	±3	1.1	±0.1	
Total Minority	99	±1	85	8	5	2	±3	1.2	±0.1	
Black	99	±1	83	9	5	2	±4	1.3	±0.1	
Hispanic	98	±2	88	6	5	1	±5	1.2	±0.1	
Other Race/Ethnicity	100	±1	83	11	3	3	±8	1.3	±0.2	
Enlisted	99	±1	92	5	3	1	±2	1.1	±0.1	
E1 – E4	99	±2	91	5	3	0	±4	1.1	±0.1	
E5 – E9	99	±1	93	4	2	1	±2	1.1	±0.1	
Officers	98	±2	92	4	2	2	±4	1.1	±0.1	
USAR	99	±1	90	6	2	2	±2	1.2	±0.1	
White	99	±1	94	4	1	1	±4	1.1	±0.1	
Total Minority	99	±1	85	9	3	3	±3	1.2	±0.1	
Black	99	±1	86	8	4	3	±4	1.2	±0.1	
Hispanic	99	±1	87	8	2	3	±4	1.2	±0.1	
Other Race/Ethnicity	98	±2	81	14	3	2	±9	1.3	±0.1	
Enlisted	99	±1	90	6	2	2	±3	1.2	±0.1	
E1 – E4	100	±1	90	6	2	2	±4	1.1	±0.1	
E5 – E9	99	±1	90	6	3	1	±3	1.2	±0.1	
Officers	99	±1	91	5	2	1	±4	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

61c. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
USNR	99	±1	93	5	2	1	±2	1.1	±0.1	
White	99	±1	97	3	0	0	±3	1.0	±0.1	
Total Minority	98	±2	86	9	4	1	±3	1.2	±0.1	
Black	97	±2	87	8	4	1	±4	1.2	±0.1	
Hispanic	98	±3	89	7	3	1	±4	1.2	±0.1	
Other Race/Ethnicity	98	±2	81	13	4	3	±7	1.3	±0.2	
Enlisted	98	±1	91	6	2	1	±3	1.1	±0.1	
E1 – E4	98	±2	89	7	3	1	±5	1.2	±0.1	
E5 – E9	98	±2	91	6	2	1	±3	1.1	±0.1	
Officers	99	±1	99	1	1	0	±2	1.0	±0.1	
USMCR	98	±2	90	5	4	1	±4	1.2	±0.1	
White	99	±2	93	2	3	1	±5	1.1	±0.1	
Total Minority	98	±3	84	11	4	1	±6	1.2	±0.1	
Black	98	±2	88	7	3	2	±6	1.2	±0.1	
Hispanic	99	±1	83	11	5	1	±9	1.2	±0.2	
Other Race/Ethnicity	93	±11	80	15	3	2	±16	1.3	±0.2	
Enlisted	98	±2	89	6	4	1	±4	1.2	±0.1	
E1 – E4	98	±3	89	7	4	1	±6	1.2	±0.1	
E5 – E9	99	±1	89	4	5	2	±5	1.2	±0.1	
Officers	99	±1	97	2	1	0	±2	1.0	±0.1	
ANG	99	±1	95	3	1	0	±1	1.1	±0.1	
White	99	±1	98	2	0	0	±2	1.0	±0.1	
Total Minority	99	±1	87	9	3	1	±3	1.2	±0.1	
Black	99	±1	85	11	4	1	±4	1.2	±0.1	
Hispanic	99	±1	87	10	2	2	±6	1.2	±0.1	
Other Race/Ethnicity	100	±1	91	6	3	0	±4	1.1	±0.1	
Enlisted	99	±1	95	4	1	0	±2	1.1	±0.1	
E1 – E4	99	±2	96	3	0	0	±3	1.0	±0.1	
E5 – E9	99	±1	95	4	1	0	±2	1.1	±0.1	
Officers	99	±1	96	3	1	0	±3	1.1	±0.1	
USAFR	99	±1	96	3	1	0	±2	1.1	±0.1	
White	99	±1	98	2	1	0	±2	1.0	±0.1	
Total Minority	99	±1	92	5	3	1	±2	1.1	±0.1	
Black	99	±1	91	5	4	1	±3	1.1	±0.1	
Hispanic	99	±1	92	4	3	1	±5	1.1	±0.1	
Other Race/Ethnicity	98	±3	93	6	1	0	±5	1.1	±0.1	
Enlisted	98	±1	95	3	2	0	±2	1.1	±0.1	
E1 – E4	99	±1	96	1	2	0	±3	1.1	±0.1	
E5 – E9	98	±1	95	3	1	0	±2	1.1	±0.1	
Officers	99	±1	97	2	1	0	±3	1.0	±0.1	
USCGR	99	±1	95	3	1	0	±2	1.1	±0.1	
White	99	±1	98	2	1	0	±3	1.0	±0.1	
Total Minority	99	±2	88	7	3	1	±5	1.2	±0.1	
Black	100	±0	77	6	8	9	±22	1.5	±0.4	
Hispanic	98	±3	88	9	3	0	±6	1.1	±0.1	
Other Race/Ethnicity	99	±2	93	5	2	0	±6	1.1	±0.1	
Enlisted	99	±1	95	3	1	0	±3	1.1	±0.1	
E1 – E4	98	±2	93	5	1	1	±6	1.1	±0.1	
E5 – E9	100	±1	96	2	1	0	±2	1.1	±0.1	
Officers	99	±1	96	2	1	0	±3	1.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

61. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on- or off-duty, on- or off-installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	96	3	1	0	±1	1.1	±0.1	
Enlisted	99	±1	96	3	1	0	±1	1.1	±0.1	
E1 – E4	99	±1	95	4	1	0	±2	1.1	±0.1	
E5 – E9	100	±1	97	3	1	0	±1	1.0	±0.1	
Officers	99	±1	97	2	0	1	±2	1.0	±0.1	
O1 – O3	99	±1	96	2	0	1	±3	1.1	±0.1	
O4 – O6	100	±1	99	1	0	0	±1	1.0	±0.1	
Male	99	±1	96	3	1	0	±1	1.0	±0.1	
Female	100	±1	95	3	1	1	±2	1.1	±0.1	
White	99	±1	97	2	0	0	±1	1.0	±0.1	
Total Minority	99	±1	95	4	1	1	±1	1.1	±0.1	
Black	99	±1	94	4	1	1	±2	1.1	±0.1	
Hispanic	99	±1	96	3	1	1	±2	1.1	±0.1	
AIAN	99	±1	97	1	2	0	±4	1.1	±0.1	
Asian	99	±1	93	4	1	1	±4	1.1	±0.1	
NHPI	100	±1	97	1	1	0	±2	1.0	±0.1	
Two or More Races	99	±2	92	6	1	1	±11	1.1	±0.1	
AGR/FTS/AR	99	±1	97	2	1	0	±2	1.0	±0.1	
Other Selected Reserve	99	±1	96	3	1	0	±1	1.1	±0.1	
Reserve Unit	99	±1	96	3	1	0	±1	1.1	±0.1	
Military Technician	100	±1	96	3	1	0	±2	1.0	±0.1	
IMA	99	±1	98	1	1	0	±1	1.0	±0.1	
Not Activated Past 12 Months	99	±1	96	3	1	0	±1	1.0	±0.1	
Activated Past 12 Months	99	±1	95	4	1	0	±2	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	96	3	1	0	±1	1.0	±0.1	
Deployed Past 12 Months	99	±1	95	4	1	0	±2	1.1	±0.1	
ARNG	99	±1	95	3	1	0	±2	1.1	±0.1	
White	99	±1	96	3	1	0	±3	1.0	±0.1	
Total Minority	100	±1	94	4	1	1	±2	1.1	±0.1	
Black	100	±1	93	5	2	1	±3	1.1	±0.1	
Hispanic	99	±1	97	2	1	0	±2	1.1	±0.1	
Other Race/Ethnicity	100	±1	91	6	2	2	±9	1.2	±0.1	
Enlisted	99	±1	95	4	1	0	±2	1.1	±0.1	
E1 – E4	99	±2	94	4	2	0	±4	1.1	±0.1	
E5 – E9	100	±1	96	3	0	0	±2	1.0	±0.1	
Officers	99	±1	96	2	1	1	±3	1.1	±0.1	
USAR	99	±1	96	3	0	0	±2	1.1	±0.1	
White	100	±1	97	3	0	0	±3	1.0	±0.1	
Total Minority	99	±1	95	4	1	1	±2	1.1	±0.1	
Black	98	±2	94	4	1	1	±3	1.1	±0.1	
Hispanic	99	±1	96	2	1	1	±2	1.1	±0.1	
Other Race/Ethnicity	100	±1	94	5	1	0	±9	1.1	±0.1	
Enlisted	99	±1	96	3	1	0	±2	1.1	±0.1	
E1 – E4	99	±1	96	3	0	0	±4	1.1	±0.1	
E5 – E9	100	±1	96	3	1	0	±2	1.0	±0.1	
Officers	100	±1	96	3	0	0	±4	1.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

61d. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
USNR	99	±1	97	2	1	0	±2	1.0	±0.1	
White	100	±1	98	1	0	0	±2	1.0	±0.1	
Total Minority	99	±1	94	4	2	0	±2	1.1	±0.1	
Black	98	±2	94	3	2	1	±3	1.1	±0.1	
Hispanic	100	±1	94	5	1	0	±4	1.1	±0.1	
Other Race/Ethnicity	99	±1	94	4	2	1	±3	1.1	±0.1	
Enlisted	99	±1	96	3	1	1	±2	1.1	±0.1	
E1 – E4	99	±1	93	4	2	0	±5	1.1	±0.1	
E5 – E9	100	±1	97	2	1	1	±2	1.1	±0.1	
Officers	99	±2	100	0	0	0	±1	1.0	±0.1	
USMCR	99	±1	94	4	1	1	±3	1.1	±0.1	
White	100	±1	96	3	0	1	±5	1.1	±0.1	
Total Minority	98	±3	91	6	2	2	±6	1.1	±0.1	
Black	99	±2	94	4	1	1	±5	1.1	±0.1	
Hispanic	99	±1	89	7	2	2	±10	1.2	±0.2	
Other Race/Ethnicity	93	±12	91	5	2	2	±6	1.1	±0.1	
Enlisted	99	±1	93	5	1	1	±4	1.1	±0.1	
E1 – E4	99	±2	94	5	0	1	±5	1.1	±0.1	
E5 – E9	99	±1	93	5	2	1	±5	1.1	±0.1	
Officers	99	±1	99	1	0	0	±2	1.0	±0.1	
ANG	99	±1	98	1	0	0	±1	1.0	±0.1	
White	99	±1	99	1	0	0	±1	1.0	±0.1	
Total Minority	99	±1	96	3	1	0	±2	1.1	±0.1	
Black	99	±1	94	4	1	1	±3	1.1	±0.1	
Hispanic	100	±1	97	2	1	0	±5	1.0	±0.1	
Other Race/Ethnicity	100	±1	98	2	0	0	±2	1.0	±0.1	
Enlisted	100	±1	98	1	0	0	±1	1.0	±0.1	
E1 – E4	99	±2	98	2	0	0	±3	1.0	±0.1	
E5 – E9	100	±1	99	1	0	0	±1	1.0	±0.1	
Officers	99	±2	98	1	0	0	±3	1.0	±0.1	
USAFR	100	±1	98	1	1	0	±1	1.0	±0.1	
White	100	±1	99	1	0	0	±2	1.0	±0.1	
Total Minority	100	±1	98	2	1	0	±1	1.0	±0.1	
Black	100	±1	97	2	1	0	±2	1.0	±0.1	
Hispanic	99	±1	98	2	0	0	±2	1.0	±0.1	
Other Race/Ethnicity	100	±0	98	1	0	0	±2	1.0	±0.1	
Enlisted	100	±1	98	1	1	0	±1	1.0	±0.1	
E1 – E4	100	±0	97	1	1	0	±3	1.0	±0.1	
E5 – E9	100	±1	99	1	0	0	±1	1.0	±0.1	
Officers	99	±1	99	0	0	0	±1	1.0	±0.1	
USCGR	100	±1	99	1	0	0	±2	1.0	±0.1	
White	100	±1	99	0	0	0	±3	1.0	±0.1	
Total Minority	100	±1	98	2	0	0	±2	1.0	±0.1	
Black	100	±0	98	2	NR	NR	±12	1.0	±0.1	
Hispanic	99	±2	98	2	0	0	±3	1.0	±0.1	
Other Race/Ethnicity	100	±0	98	1	1	0	±4	1.0	±0.1	
Enlisted	100	±1	99	1	0	0	±2	1.0	±0.1	
E1 – E4	100	±1	98	1	0	1	±5	1.0	±0.1	
E5 – E9	100	±1	99	1	1	0	±3	1.0	±0.1	
Officers	100	±1	99	1	0	0	±2	1.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

61. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on- or off-duty, on- or off-installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

e. Displayed tattoos or wore distinctive clothes which were racist?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	97	2	1	0	±1	1.0	±0.1	
Enlisted	99	±1	97	2	1	0	±1	1.0	±0.1	
E1 – E4	99	±1	97	2	1	0	±2	1.0	±0.1	
E5 – E9	100	±1	98	1	1	0	±1	1.0	±0.1	
Officers	99	±1	98	1	0	0	±1	1.0	±0.1	
O1 – O3	99	±1	98	2	0	1	±2	1.0	±0.1	
O4 – O6	99	±1	99	1	0	0	±1	1.0	±0.1	
Male	99	±1	97	2	1	0	±1	1.0	±0.1	
Female	99	±1	97	2	1	0	±2	1.0	±0.1	
White	99	±1	98	1	1	0	±1	1.0	±0.1	
Total Minority	99	±1	96	2	1	0	±1	1.1	±0.1	
Black	99	±1	96	2	1	0	±2	1.1	±0.1	
Hispanic	99	±1	97	2	1	0	±1	1.0	±0.1	
AIAN	99	±1	99	0	1	0	±4	1.0	±0.1	
Asian	99	±1	97	2	1	0	±2	1.0	±0.1	
NHPI	100	±1	98	1	1	0	±2	1.0	±0.1	
Two or More Races	99	±2	91	4	4	1	±10	1.1	±0.2	
AGR/FTS/AR	99	±1	98	2	0	0	±1	1.0	±0.1	
Other Selected Reserve	99	±1	97	2	1	0	±1	1.0	±0.1	
Reserve Unit	99	±1	97	2	1	0	±1	1.0	±0.1	
Military Technician	99	±1	98	1	2	0	±2	1.0	±0.1	
IMA	99	±1	98	2	0	0	±1	1.0	±0.1	
Not Activated Past 12 Months	99	±1	98	1	1	0	±1	1.0	±0.1	
Activated Past 12 Months	99	±1	97	2	1	0	±2	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	98	1	1	0	±1	1.0	±0.1	
Deployed Past 12 Months	100	±1	96	2	1	0	±2	1.1	±0.1	
ARNG	99	±1	97	2	1	0	±2	1.0	±0.1	
White	99	±1	97	1	1	0	±2	1.0	±0.1	
Total Minority	99	±1	95	2	2	0	±2	1.1	±0.1	
Black	99	±1	95	4	2	0	±3	1.1	±0.1	
Hispanic	100	±1	97	1	1	0	±2	1.0	±0.1	
Other Race/Ethnicity	100	±1	93	2	4	1	±12	1.1	±0.2	
Enlisted	99	±1	97	2	1	0	±2	1.0	±0.1	
E1 – E4	99	±2	97	2	2	0	±3	1.1	±0.1	
E5 – E9	100	±1	97	2	1	0	±2	1.0	±0.1	
Officers	98	±2	98	1	0	1	±3	1.0	±0.1	
USAR	99	±1	97	2	1	0	±2	1.0	±0.1	
White	100	±1	99	1	0	0	±3	1.0	±0.1	
Total Minority	99	±1	96	2	1	0	±2	1.1	±0.1	
Black	99	±1	97	2	1	1	±2	1.1	±0.1	
Hispanic	99	±1	97	2	1	1	±2	1.1	±0.1	
Other Race/Ethnicity	99	±2	94	4	2	0	±10	1.1	±0.1	
Enlisted	99	±1	97	2	1	0	±2	1.0	±0.1	
E1 – E4	99	±2	97	2	1	0	±3	1.0	±0.1	
E5 – E9	99	±1	98	1	1	0	±2	1.0	±0.1	
Officers	100	±1	98	2	0	0	±3	1.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

61e. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
USNR	99	±1	97	2	1	0	±2	1.0	±0.1	
White	100	±1	98	2	0	0	±3	1.0	±0.1	
Total Minority	98	±1	96	2	2	0	±2	1.1	±0.1	
Black	98	±2	95	2	2	1	±3	1.1	±0.1	
Hispanic	99	±2	96	3	1	0	±4	1.1	±0.1	
Other Race/Ethnicity	98	±1	96	2	1	0	±3	1.1	±0.1	
Enlisted	99	±1	96	2	1	1	±2	1.1	±0.1	
E1 – E4	98	±2	94	4	2	0	±5	1.1	±0.1	
E5 – E9	99	±1	97	2	1	1	±2	1.0	±0.1	
Officers	99	±2	99	1	0	0	±2	1.0	±0.1	
USMCR	99	±1	97	2	0	1	±3	1.1	±0.1	
White	100	±1	97	2	0	1	±4	1.0	±0.1	
Total Minority	98	±3	95	3	1	0	±4	1.1	±0.1	
Black	99	±2	97	2	1	1	±5	1.1	±0.1	
Hispanic	100	±1	94	4	1	0	±7	1.1	±0.1	
Other Race/Ethnicity	93	±12	96	2	1	1	±4	1.1	±0.1	
Enlisted	99	±1	96	2	1	1	±3	1.1	±0.1	
E1 – E4	99	±2	96	3	0	1	±4	1.1	±0.1	
E5 – E9	99	±1	97	2	1	0	±2	1.0	±0.1	
Officers	100	±1	99	1	0	0	±2	1.0	±0.1	
ANG	99	±1	99	1	0	0	±1	1.0	±0.1	
White	99	±1	99	1	0	0	±1	1.0	±0.1	
Total Minority	99	±1	98	1	1	0	±2	1.0	±0.1	
Black	99	±1	97	1	1	0	±3	1.0	±0.1	
Hispanic	100	±1	97	2	1	0	±6	1.0	±0.1	
Other Race/Ethnicity	100	±1	99	0	0	0	±1	1.0	±0.1	
Enlisted	99	±1	99	1	0	0	±1	1.0	±0.1	
E1 – E4	99	±2	99	1	0	0	±3	1.0	±0.1	
E5 – E9	99	±1	99	1	0	0	±1	1.0	±0.1	
Officers	99	±2	99	1	0	0	±3	1.0	±0.1	
USAFR	99	±1	99	1	0	0	±1	1.0	±0.1	
White	100	±1	99	1	0	0	±2	1.0	±0.1	
Total Minority	99	±1	98	1	1	0	±1	1.0	±0.1	
Black	98	±2	98	1	1	0	±2	1.0	±0.1	
Hispanic	100	±1	99	1	1	0	±2	1.0	±0.1	
Other Race/Ethnicity	99	±1	98	1	0	0	±3	1.0	±0.1	
Enlisted	99	±1	99	1	1	0	±1	1.0	±0.1	
E1 – E4	100	±1	98	1	1	0	±3	1.0	±0.1	
E5 – E9	99	±1	99	1	0	0	±2	1.0	±0.1	
Officers	100	±1	99	1	0	0	±3	1.0	±0.1	
USCGR	100	±1	99	1	0	0	±2	1.0	±0.1	
White	100	±1	99	1	0	0	±3	1.0	±0.1	
Total Minority	100	±1	99	1	1	0	±2	1.0	±0.1	
Black	100	±0	98	2	NR	NR	±12	1.0	±0.1	
Hispanic	100	±1	99	1	0	0	±2	1.0	±0.1	
Other Race/Ethnicity	100	±0	99	0	1	0	±4	1.0	±0.1	
Enlisted	100	±1	99	1	1	0	±2	1.0	±0.1	
E1 – E4	100	±1	99	1	0	0	±3	1.0	±0.1	
E5 – E9	100	±0	98	1	1	0	±3	1.0	±0.1	
Officers	100	±1	99	1	0	0	±2	1.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

61. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on- or off-duty, on- or off-installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

f. Did not include you in social activities because of your race/ethnicity?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	96	2	1	0	±1	1.1	±0.1	
Enlisted	99	±1	96	3	1	0	±1	1.1	±0.1	
E1 – E4	98	±1	96	2	1	0	±2	1.1	±0.1	
E5 – E9	99	±1	96	3	1	0	±1	1.1	±0.1	
Officers	99	±1	96	2	1	1	±2	1.1	±0.1	
O1 – O3	99	±1	95	3	1	1	±3	1.1	±0.1	
O4 – O6	100	±1	97	1	1	1	±2	1.0	±0.1	
Male	99	±1	96	2	1	0	±1	1.1	±0.1	
Female	99	±1	95	3	2	0	±2	1.1	±0.1	
White	99	±1	97	2	1	0	±1	1.0	±0.1	
Total Minority	98	±1	94	4	2	1	±1	1.1	±0.1	
Black	98	±1	92	4	2	1	±2	1.1	±0.1	
Hispanic	99	±1	95	3	1	1	±2	1.1	±0.1	
AIAN	96	±7	96	2	1	1	±4	1.1	±0.1	
Asian	99	±1	92	5	3	1	±3	1.1	±0.1	
NHPI	99	±1	98	1	1	0	±2	1.0	±0.1	
Two or More Races	98	±2	91	5	2	2	±7	1.1	±0.1	
AGR/FTS/AR	99	±1	95	3	1	0	±2	1.1	±0.1	
Other Selected Reserve	99	±1	96	2	1	0	±1	1.1	±0.1	
Reserve Unit	99	±1	96	2	1	0	±1	1.1	±0.1	
Military Technician	99	±1	97	2	1	0	±2	1.0	±0.1	
IMA	99	±1	97	2	1	0	±1	1.0	±0.1	
Not Activated Past 12 Months	99	±1	96	2	1	0	±1	1.1	±0.1	
Activated Past 12 Months	99	±1	94	4	1	1	±2	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	96	2	1	0	±1	1.1	±0.1	
Deployed Past 12 Months	99	±1	93	5	2	1	±3	1.1	±0.1	
ARNG	99	±1	96	2	1	0	±2	1.1	±0.1	
White	99	±2	97	2	1	0	±2	1.0	±0.1	
Total Minority	99	±1	93	3	3	1	±2	1.1	±0.1	
Black	98	±2	91	5	3	1	±4	1.1	±0.1	
Hispanic	99	±1	96	2	2	0	±3	1.1	±0.1	
Other Race/Ethnicity	99	±3	92	3	3	2	±5	1.1	±0.1	
Enlisted	99	±1	96	2	2	0	±2	1.1	±0.1	
E1 – E4	98	±2	96	2	2	0	±3	1.1	±0.1	
E5 – E9	99	±1	96	3	1	0	±2	1.1	±0.1	
Officers	99	±2	96	2	1	1	±3	1.1	±0.1	
USAR	99	±1	94	3	1	1	±2	1.1	±0.1	
White	99	±1	95	3	1	0	±3	1.1	±0.1	
Total Minority	99	±1	93	4	2	1	±2	1.1	±0.1	
Black	98	±2	93	4	2	1	±3	1.1	±0.1	
Hispanic	99	±2	96	3	1	1	±3	1.1	±0.1	
Other Race/Ethnicity	99	±1	90	7	2	1	±8	1.1	±0.1	
Enlisted	99	±1	94	3	1	1	±2	1.1	±0.1	
E1 – E4	99	±2	95	4	1	0	±4	1.1	±0.1	
E5 – E9	99	±1	94	3	2	1	±2	1.1	±0.1	
Officers	100	±1	95	3	1	1	±4	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

61f. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
USNR	99	±1	96	3	1	0	±2	1.1	±0.1	
White	100	±1	98	2	0	0	±3	1.0	±0.1	
Total Minority	99	±1	93	4	2	1	±2	1.1	±0.1	
Black	98	±2	93	4	2	1	±3	1.1	±0.1	
Hispanic	99	±1	94	4	1	1	±4	1.1	±0.1	
Other Race/Ethnicity	98	±2	91	4	4	1	±5	1.2	±0.1	
Enlisted	99	±1	95	3	1	0	±2	1.1	±0.1	
E1 – E4	99	±1	93	4	2	1	±5	1.1	±0.1	
E5 – E9	99	±1	96	3	1	0	±2	1.1	±0.1	
Officers	100	±1	98	1	0	1	±2	1.0	±0.1	
USMCR	99	±1	94	4	1	1	±3	1.1	±0.1	
White	100	±1	96	3	0	1	±5	1.1	±0.1	
Total Minority	98	±3	91	6	3	1	±6	1.1	±0.1	
Black	99	±2	89	3	7	1	±17	1.2	±0.2	
Hispanic	99	±1	90	8	2	0	±9	1.1	±0.1	
Other Race/Ethnicity	93	±12	94	4	1	1	±5	1.1	±0.1	
Enlisted	99	±1	94	4	1	1	±4	1.1	±0.1	
E1 – E4	99	±2	94	4	1	1	±5	1.1	±0.1	
E5 – E9	99	±1	93	5	2	0	±5	1.1	±0.1	
Officers	98	±2	98	1	1	0	±2	1.0	±0.1	
ANG	99	±1	98	1	0	0	±1	1.0	±0.1	
White	99	±1	99	1	0	0	±1	1.0	±0.1	
Total Minority	98	±2	95	3	2	1	±2	1.1	±0.1	
Black	98	±2	92	5	2	1	±3	1.1	±0.1	
Hispanic	99	±1	96	2	2	0	±4	1.1	±0.1	
Other Race/Ethnicity	98	±3	98	2	1	0	±2	1.0	±0.1	
Enlisted	99	±1	98	2	0	0	±1	1.0	±0.1	
E1 – E4	99	±2	98	1	0	0	±3	1.0	±0.1	
E5 – E9	99	±1	98	2	1	0	±1	1.0	±0.1	
Officers	99	±2	98	1	1	0	±3	1.0	±0.1	
USAFR	99	±1	98	1	1	0	±1	1.0	±0.1	
White	99	±1	99	1	0	0	±2	1.0	±0.1	
Total Minority	98	±1	96	2	1	0	±2	1.1	±0.1	
Black	97	±2	95	3	2	0	±3	1.1	±0.1	
Hispanic	99	±1	97	2	0	1	±2	1.1	±0.1	
Other Race/Ethnicity	99	±1	98	1	1	0	±2	1.0	±0.1	
Enlisted	99	±1	98	1	1	0	±1	1.0	±0.1	
E1 – E4	99	±1	97	1	1	0	±3	1.0	±0.1	
E5 – E9	99	±1	98	2	0	0	±2	1.0	±0.1	
Officers	99	±1	99	1	0	0	±1	1.0	±0.1	
USCGR	99	±1	98	1	0	1	±2	1.0	±0.1	
White	99	±2	99	0	0	0	±3	1.0	±0.1	
Total Minority	99	±1	93	4	2	2	±5	1.1	±0.1	
Black	100	±0	83	8	2	NR	±19	1.3	±0.4	
Hispanic	99	±2	94	3	1	1	±5	1.1	±0.1	
Other Race/Ethnicity	100	±0	96	2	2	0	±4	1.1	±0.1	
Enlisted	99	±2	97	1	1	1	±2	1.0	±0.1	
E1 – E4	99	±2	96	1	1	1	±4	1.1	±0.1	
E5 – E9	99	±2	98	1	0	1	±4	1.0	±0.1	
Officers	99	±1	99	1	0	0	±2	1.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

61. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on- or off-duty, on- or off-installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	95	3	1	1	±1	1.1	±0.1	
Enlisted	99	±1	95	3	1	1	±1	1.1	±0.1	
E1 – E4	98	±1	95	3	2	1	±2	1.1	±0.1	
E5 – E9	99	±1	95	3	1	1	±1	1.1	±0.1	
Officers	98	±1	96	2	1	1	±2	1.1	±0.1	
O1 – O3	98	±2	95	3	0	2	±3	1.1	±0.1	
O4 – O6	98	±2	97	2	1	1	±2	1.0	±0.1	
Male	98	±1	96	3	1	1	±1	1.1	±0.1	
Female	99	±1	93	4	2	1	±2	1.1	±0.1	
White	99	±1	97	2	1	0	±1	1.0	±0.1	
Total Minority	98	±1	91	5	2	1	±1	1.1	±0.1	
Black	99	±1	90	6	3	1	±2	1.2	±0.1	
Hispanic	98	±1	93	4	1	1	±2	1.1	±0.1	
AIAN	96	±7	91	6	2	1	±8	1.1	±0.1	
Asian	98	±1	90	6	2	2	±3	1.2	±0.1	
NHPI	99	±1	94	3	1	1	±4	1.1	±0.1	
Two or More Races	96	±6	90	6	2	2	±7	1.2	±0.1	
AGR/FTS/AR	98	±1	95	3	1	1	±2	1.1	±0.1	
Other Selected Reserve	99	±1	95	3	1	1	±1	1.1	±0.1	
Reserve Unit	99	±1	95	3	1	1	±1	1.1	±0.1	
Military Technician	99	±2	96	2	1	0	±2	1.1	±0.1	
IMA	99	±1	96	2	1	1	±1	1.1	±0.1	
Not Activated Past 12 Months	98	±1	96	3	1	1	±1	1.1	±0.1	
Activated Past 12 Months	99	±1	93	4	1	1	±2	1.1	±0.1	
Not Deployed Past 12 Months	98	±1	96	3	1	1	±1	1.1	±0.1	
Deployed Past 12 Months	99	±1	92	6	2	1	±3	1.1	±0.1	
ARNG	99	±1	95	3	1	1	±2	1.1	±0.1	
White	99	±1	97	2	1	0	±2	1.0	±0.1	
Total Minority	98	±2	90	5	3	2	±2	1.2	±0.1	
Black	100	±1	87	7	3	2	±4	1.2	±0.1	
Hispanic	99	±1	93	4	2	1	±3	1.1	±0.1	
Other Race/Ethnicity	95	±6	91	4	2	3	±6	1.2	±0.1	
Enlisted	99	±1	95	3	2	1	±2	1.1	±0.1	
E1 – E4	98	±2	96	2	2	0	±3	1.1	±0.1	
E5 – E9	99	±1	95	3	1	1	±2	1.1	±0.1	
Officers	98	±2	94	3	1	2	±4	1.1	±0.1	
USAR	98	±1	93	4	1	1	±2	1.1	±0.1	
White	98	±2	96	3	1	1	±3	1.1	±0.1	
Total Minority	98	±1	91	6	2	1	±2	1.1	±0.1	
Black	98	±2	91	5	3	1	±3	1.1	±0.1	
Hispanic	97	±2	92	6	1	1	±3	1.1	±0.1	
Other Race/Ethnicity	98	±1	89	9	2	1	±8	1.1	±0.1	
Enlisted	98	±2	93	5	1	1	±2	1.1	±0.1	
E1 – E4	97	±2	93	5	2	1	±4	1.1	±0.1	
E5 – E9	99	±1	93	5	1	1	±2	1.1	±0.1	
Officers	98	±2	95	3	1	1	±3	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

61g. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
USNR	99	±1	95	3	1	1	±2	1.1	±0.1	
White	99	±1	98	2	0	0	±3	1.0	±0.1	
Total Minority	98	±1	92	5	2	1	±2	1.1	±0.1	
Black	98	±2	91	5	3	1	±4	1.1	±0.1	
Hispanic	99	±1	94	4	1	1	±4	1.1	±0.1	
Other Race/Ethnicity	98	±2	89	5	3	3	±7	1.2	±0.2	
Enlisted	99	±1	94	4	1	1	±2	1.1	±0.1	
E1 – E4	98	±2	92	5	2	1	±5	1.1	±0.1	
E5 – E9	99	±1	95	3	1	1	±2	1.1	±0.1	
Officers	99	±2	98	1	0	0	±3	1.0	±0.1	
USMCR	99	±1	94	4	1	1	±3	1.1	±0.1	
White	100	±1	96	3	0	1	±5	1.1	±0.1	
Total Minority	98	±3	91	5	3	1	±5	1.1	±0.1	
Black	100	±1	93	3	3	1	±5	1.1	±0.1	
Hispanic	99	±1	92	5	1	1	±7	1.1	±0.1	
Other Race/Ethnicity	92	±12	87	4	NR	1	±17	1.2	±0.3	
Enlisted	99	±1	94	4	1	1	±4	1.1	±0.1	
E1 – E4	99	±2	95	3	1	1	±5	1.1	±0.1	
E5 – E9	99	±1	92	6	2	1	±7	1.1	±0.1	
Officers	99	±2	98	2	0	0	±2	1.0	±0.1	
ANG	99	±1	98	1	1	0	±1	1.0	±0.1	
White	98	±1	99	1	0	0	±1	1.0	±0.1	
Total Minority	99	±1	94	4	2	0	±2	1.1	±0.1	
Black	98	±2	92	5	3	0	±3	1.1	±0.1	
Hispanic	99	±1	94	3	2	0	±5	1.1	±0.1	
Other Race/Ethnicity	99	±1	96	3	1	0	±3	1.1	±0.1	
Enlisted	99	±1	98	2	1	0	±1	1.0	±0.1	
E1 – E4	98	±2	97	2	1	0	±3	1.0	±0.1	
E5 – E9	99	±1	98	1	1	0	±1	1.0	±0.1	
Officers	98	±2	99	1	0	0	±2	1.0	±0.1	
USAFR	99	±1	97	2	0	0	±1	1.0	±0.1	
White	99	±1	98	1	0	0	±2	1.0	±0.1	
Total Minority	98	±1	95	3	1	1	±2	1.1	±0.1	
Black	98	±2	93	5	1	1	±3	1.1	±0.1	
Hispanic	98	±3	96	2	1	1	±2	1.1	±0.1	
Other Race/Ethnicity	99	±1	96	3	1	1	±2	1.1	±0.1	
Enlisted	98	±1	97	2	1	0	±2	1.0	±0.1	
E1 – E4	98	±2	97	2	1	1	±3	1.0	±0.1	
E5 – E9	99	±1	97	3	1	0	±2	1.0	±0.1	
Officers	99	±1	98	1	0	0	±3	1.0	±0.1	
USCGR	99	±1	98	1	0	0	±2	1.0	±0.1	
White	99	±1	99	0	0	0	±3	1.0	±0.1	
Total Minority	99	±1	95	4	1	0	±3	1.1	±0.1	
Black	100	±0	90	10	NR	NR	±12	1.1	±0.1	
Hispanic	99	±2	96	3	1	0	±3	1.0	±0.1	
Other Race/Ethnicity	100	±0	94	4	1	1	±5	1.1	±0.1	
Enlisted	99	±1	98	1	1	0	±2	1.0	±0.1	
E1 – E4	100	±1	100	0	0	0	±2	1.0	±0.1	
E5 – E9	99	±2	97	2	1	1	±3	1.1	±0.1	
Officers	99	±1	98	2	0	0	±2	1.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

61. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on- or off-duty, on- or off-installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?

1. Never

2. Once or twice

3. Sometimes

4. Often

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	96	3	1	0	±1	1.1	±0.1	
Enlisted	99	±1	95	3	1	0	±1	1.1	±0.1	
E1 – E4	99	±1	94	4	1	0	±2	1.1	±0.1	
E5 – E9	100	±1	96	3	1	0	±1	1.1	±0.1	
Officers	99	±1	97	2	0	1	±2	1.0	±0.1	
O1 – O3	99	±1	96	3	0	1	±3	1.1	±0.1	
O4 – O6	99	±1	98	2	0	0	±2	1.0	±0.1	
Male	99	±1	96	3	1	0	±1	1.1	±0.1	
Female	99	±1	96	3	1	0	±2	1.1	±0.1	
White	99	±1	97	2	1	0	±1	1.0	±0.1	
Total Minority	99	±1	92	5	2	1	±2	1.1	±0.1	
Black	99	±1	92	6	2	1	±2	1.1	±0.1	
Hispanic	100	±1	94	5	1	0	±2	1.1	±0.1	
AIAN	100	±1	95	3	2	1	±4	1.1	±0.1	
Asian	100	±1	90	7	2	2	±3	1.2	±0.1	
NHPI	100	±1	94	3	3	1	±5	1.1	±0.1	
Two or More Races	99	±2	90	7	2	1	±9	1.1	±0.1	
AGR/FTS/AR	99	±1	96	3	1	0	±2	1.1	±0.1	
Other Selected Reserve	99	±1	96	3	1	0	±1	1.1	±0.1	
Reserve Unit	99	±1	96	3	1	0	±1	1.1	±0.1	
Military Technician	100	±1	97	2	1	0	±1	1.0	±0.1	
IMA	99	±1	97	2	0	0	±2	1.0	±0.1	
Not Activated Past 12 Months	99	±1	96	3	1	0	±1	1.1	±0.1	
Activated Past 12 Months	99	±1	94	4	1	0	±2	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	96	3	1	0	±1	1.1	±0.1	
Deployed Past 12 Months	99	±2	93	5	1	0	±3	1.1	±0.1	
ARNG	99	±1	95	3	2	0	±2	1.1	±0.1	
White	99	±1	97	2	1	0	±2	1.0	±0.1	
Total Minority	100	±1	91	6	2	1	±3	1.1	±0.1	
Black	99	±1	90	7	2	1	±4	1.1	±0.1	
Hispanic	100	±1	93	5	2	0	±5	1.1	±0.1	
Other Race/Ethnicity	100	±1	90	5	3	3	±5	1.2	±0.1	
Enlisted	99	±1	95	3	2	0	±2	1.1	±0.1	
E1 – E4	99	±2	95	3	2	0	±3	1.1	±0.1	
E5 – E9	100	±1	95	3	2	0	±2	1.1	±0.1	
Officers	99	±1	95	3	0	1	±3	1.1	±0.1	
USAR	99	±1	95	4	1	0	±2	1.1	±0.1	
White	100	±1	97	2	0	0	±3	1.0	±0.1	
Total Minority	99	±1	93	5	1	0	±3	1.1	±0.1	
Black	99	±1	94	5	1	0	±3	1.1	±0.1	
Hispanic	100	±1	95	3	1	0	±3	1.1	±0.1	
Other Race/Ethnicity	100	±1	88	9	2	1	±10	1.1	±0.1	
Enlisted	100	±1	95	4	1	0	±2	1.1	±0.1	
E1 – E4	100	±1	94	5	1	0	±4	1.1	±0.1	
E5 – E9	100	±1	97	3	1	0	±2	1.0	±0.1	
Officers	99	±2	97	2	0	0	±3	1.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

61h. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
USNR	100	±1	96	3	1	0	±2	1.1	±0.1	
White	100	±1	98	2	1	0	±3	1.0	±0.1	
Total Minority	99	±1	93	5	2	0	±2	1.1	±0.1	
Black	100	±1	93	4	2	0	±4	1.1	±0.1	
Hispanic	99	±1	94	5	2	0	±4	1.1	±0.1	
Other Race/Ethnicity	100	±1	91	6	3	0	±5	1.1	±0.1	
Enlisted	100	±1	95	3	2	0	±2	1.1	±0.1	
E1 – E4	100	±1	92	5	3	0	±5	1.1	±0.1	
E5 – E9	100	±1	96	3	1	0	±2	1.1	±0.1	
Officers	99	±2	99	1	0	0	±3	1.0	±0.1	
USMCR	99	±1	92	6	1	1	±4	1.1	±0.1	
White	100	±1	94	4	1	1	±5	1.1	±0.1	
Total Minority	99	±3	87	10	2	1	±6	1.2	±0.1	
Black	100	±1	83	14	1	1	±13	1.2	±0.2	
Hispanic	100	±1	88	9	1	1	±8	1.2	±0.1	
Other Race/Ethnicity	94	±12	88	7	3	2	±7	1.2	±0.1	
Enlisted	99	±1	91	7	1	1	±4	1.1	±0.1	
E1 – E4	99	±2	90	7	0	2	±5	1.1	±0.1	
E5 – E9	100	±1	91	6	2	0	±5	1.1	±0.1	
Officers	100	±1	99	0	0	0	±2	1.0	±0.1	
ANG	100	±1	98	2	0	0	±1	1.0	±0.1	
White	100	±1	99	1	0	0	±1	1.0	±0.1	
Total Minority	100	±1	95	4	1	0	±2	1.1	±0.1	
Black	100	±1	94	4	1	0	±3	1.1	±0.1	
Hispanic	99	±1	94	5	1	0	±5	1.1	±0.1	
Other Race/Ethnicity	100	±1	96	3	0	0	±3	1.0	±0.1	
Enlisted	100	±1	98	2	0	0	±1	1.0	±0.1	
E1 – E4	100	±1	98	2	0	0	±3	1.0	±0.1	
E5 – E9	100	±1	98	2	0	0	±1	1.0	±0.1	
Officers	100	±1	98	2	0	0	±3	1.0	±0.1	
USAFR	99	±1	98	2	0	0	±1	1.0	±0.1	
White	99	±1	99	1	0	0	±1	1.0	±0.1	
Total Minority	99	±1	95	3	1	0	±2	1.1	±0.1	
Black	99	±1	95	4	1	0	±3	1.1	±0.1	
Hispanic	100	±1	95	3	1	0	±5	1.1	±0.1	
Other Race/Ethnicity	100	±1	96	3	1	0	±2	1.0	±0.1	
Enlisted	99	±1	98	2	1	0	±1	1.0	±0.1	
E1 – E4	99	±1	98	2	1	0	±2	1.0	±0.1	
E5 – E9	99	±1	98	2	1	0	±2	1.0	±0.1	
Officers	99	±2	99	1	0	0	±3	1.0	±0.1	
USCGR	100	±1	97	2	1	0	±2	1.0	±0.1	
White	100	±0	98	1	0	0	±3	1.0	±0.1	
Total Minority	100	±1	93	5	2	0	±4	1.1	±0.1	
Black	98	±4	84	11	4	NR	±20	1.2	±0.2	
Hispanic	100	±1	95	4	1	0	±4	1.1	±0.1	
Other Race/Ethnicity	100	±0	96	4	1	0	±5	1.1	±0.1	
Enlisted	100	±0	97	2	1	0	±2	1.0	±0.1	
E1 – E4	100	±0	96	3	1	0	±5	1.0	±0.1	
E5 – E9	100	±0	97	2	1	0	±3	1.0	±0.1	
Officers	99	±1	99	1	0	0	±2	1.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

61. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on- or off-duty, on- or off-installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

i. Made offensive remarks about your accent or language skills?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	94	4	2	1	±1	1.1	±0.1	
Enlisted	99	±1	93	4	2	1	±1	1.1	±0.1	
E1 – E4	99	±1	93	5	2	1	±2	1.1	±0.1	
E5 – E9	99	±1	94	4	2	1	±1	1.1	±0.1	
Officers	99	±1	97	2	1	0	±2	1.0	±0.1	
O1 – O3	100	±1	95	3	1	1	±3	1.1	±0.1	
O4 – O6	99	±1	98	1	0	0	±1	1.0	±0.1	
Male	99	±1	94	4	2	1	±1	1.1	±0.1	
Female	99	±1	93	5	2	1	±3	1.1	±0.1	
White	99	±1	96	3	1	0	±2	1.1	±0.1	
Total Minority	99	±1	89	7	3	1	±2	1.2	±0.1	
Black	99	±1	91	6	2	1	±2	1.1	±0.1	
Hispanic	99	±1	87	8	3	2	±3	1.2	±0.1	
AIAN	97	±6	95	4	1	0	±6	1.1	±0.1	
Asian	99	±1	85	8	5	2	±4	1.2	±0.1	
NHPI	99	±1	94	4	2	0	±4	1.1	±0.1	
Two or More Races	99	±2	89	5	4	1	±9	1.2	±0.2	
AGR/FTS/AR	99	±1	94	4	1	1	±3	1.1	±0.1	
Other Selected Reserve	99	±1	94	4	2	1	±1	1.1	±0.1	
Reserve Unit	99	±1	94	4	2	1	±1	1.1	±0.1	
Military Technician	99	±1	96	2	1	0	±2	1.1	±0.1	
IMA	99	±1	97	2	1	0	±1	1.0	±0.1	
Not Activated Past 12 Months	99	±1	94	4	1	0	±1	1.1	±0.1	
Activated Past 12 Months	99	±1	93	4	2	1	±2	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	94	4	1	1	±1	1.1	±0.1	
Deployed Past 12 Months	99	±2	91	5	3	1	±3	1.1	±0.1	
ARNG	99	±1	93	4	2	1	±2	1.1	±0.1	
White	99	±1	95	3	1	0	±3	1.1	±0.1	
Total Minority	99	±1	87	8	4	2	±3	1.2	±0.1	
Black	99	±1	87	9	3	1	±5	1.2	±0.1	
Hispanic	99	±1	86	8	4	2	±5	1.2	±0.1	
Other Race/Ethnicity	99	±2	88	4	5	3	±6	1.2	±0.2	
Enlisted	99	±1	92	5	2	1	±2	1.1	±0.1	
E1 – E4	99	±2	92	5	3	0	±4	1.1	±0.1	
E5 – E9	100	±1	93	4	2	1	±3	1.1	±0.1	
Officers	98	±2	95	3	1	1	±3	1.1	±0.1	
USAR	99	±1	93	4	1	1	±2	1.1	±0.1	
White	100	±1	97	3	0	0	±3	1.0	±0.1	
Total Minority	99	±1	89	7	3	1	±3	1.2	±0.1	
Black	99	±1	94	4	2	1	±3	1.1	±0.1	
Hispanic	99	±1	86	9	3	2	±4	1.2	±0.1	
Other Race/Ethnicity	100	±1	85	9	5	1	±9	1.2	±0.2	
Enlisted	99	±1	93	5	2	1	±2	1.1	±0.1	
E1 – E4	100	±1	93	5	1	0	±4	1.1	±0.1	
E5 – E9	99	±1	93	4	2	1	±3	1.1	±0.1	
Officers	99	±1	96	3	1	1	±3	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

61i. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
USNR	99	±1	95	3	2	0	±2	1.1	±0.1	
White	99	±2	98	1	1	0	±2	1.0	±0.1	
Total Minority	99	±1	89	7	4	1	±3	1.2	±0.1	
Black	99	±2	90	5	5	1	±4	1.2	±0.1	
Hispanic	99	±1	89	8	2	1	±5	1.2	±0.1	
Other Race/Ethnicity	99	±1	87	8	4	0	±4	1.2	±0.1	
Enlisted	99	±1	93	4	2	0	±2	1.1	±0.1	
E1 – E4	99	±1	89	6	4	0	±5	1.2	±0.1	
E5 – E9	99	±2	95	3	1	0	±2	1.1	±0.1	
Officers	99	±2	99	0	1	0	±2	1.0	±0.1	
USMCR	99	±1	91	5	1	3	±4	1.1	±0.1	
White	100	±1	93	4	0	2	±5	1.1	±0.1	
Total Minority	99	±3	87	7	2	4	±6	1.2	±0.2	
Black	100	±1	92	4	2	2	±5	1.1	±0.1	
Hispanic	100	±1	85	8	2	5	±10	1.3	±0.2	
Other Race/Ethnicity	94	±12	89	7	2	3	±6	1.2	±0.1	
Enlisted	99	±1	91	6	1	3	±4	1.2	±0.1	
E1 – E4	99	±2	91	5	1	3	±5	1.2	±0.1	
E5 – E9	99	±1	89	7	2	2	±6	1.2	±0.1	
Officers	99	±1	99	1	0	0	±2	1.0	±0.1	
ANG	99	±1	97	2	1	0	±1	1.0	±0.1	
White	99	±1	98	2	0	0	±2	1.0	±0.1	
Total Minority	99	±1	94	4	1	0	±2	1.1	±0.1	
Black	100	±1	96	3	1	0	±2	1.1	±0.1	
Hispanic	99	±1	91	6	2	1	±4	1.1	±0.1	
Other Race/Ethnicity	99	±1	95	4	1	0	±4	1.1	±0.1	
Enlisted	99	±1	97	2	1	0	±1	1.0	±0.1	
E1 – E4	99	±1	98	2	1	0	±3	1.0	±0.1	
E5 – E9	99	±1	96	3	1	0	±2	1.0	±0.1	
Officers	100	±1	98	1	0	0	±2	1.0	±0.1	
USAFR	99	±1	97	2	1	0	±1	1.0	±0.1	
White	99	±1	98	1	1	0	±2	1.0	±0.1	
Total Minority	98	±2	94	4	1	1	±2	1.1	±0.1	
Black	98	±2	94	4	1	0	±3	1.1	±0.1	
Hispanic	98	±3	92	5	2	1	±4	1.1	±0.1	
Other Race/Ethnicity	100	±1	96	3	1	0	±2	1.1	±0.1	
Enlisted	99	±1	96	2	1	0	±2	1.1	±0.1	
E1 – E4	99	±1	96	3	1	0	±3	1.1	±0.1	
E5 – E9	99	±1	97	2	1	0	±2	1.1	±0.1	
Officers	99	±2	99	1	0	0	±3	1.0	±0.1	
USCGR	100	±1	97	2	1	0	±2	1.0	±0.1	
White	100	±1	98	1	0	0	±3	1.0	±0.1	
Total Minority	100	±1	93	4	2	1	±4	1.1	±0.1	
Black	100	±0	96	NR	NR	4	±19	1.1	±0.3	
Hispanic	100	±1	93	4	3	0	±4	1.1	±0.1	
Other Race/Ethnicity	100	±0	93	6	1	0	±11	1.1	±0.1	
Enlisted	100	±0	97	2	1	0	±2	1.0	±0.1	
E1 – E4	100	±0	99	1	0	1	±3	1.0	±0.1	
E5 – E9	100	±0	96	3	1	0	±3	1.1	±0.1	
Officers	99	±1	99	1	0	0	±2	1.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

61. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on- or off-duty, on- or off-installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

j. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	96	3	1	0	±1	1.1	±0.1	
Enlisted	99	±1	95	3	1	0	±1	1.1	±0.1	
E1 – E4	99	±1	95	3	1	1	±2	1.1	±0.1	
E5 – E9	99	±1	96	3	1	0	±1	1.1	±0.1	
Officers	100	±1	97	2	0	0	±2	1.0	±0.1	
O1 – O3	100	±1	96	3	0	1	±3	1.1	±0.1	
O4 – O6	99	±1	98	1	0	0	±2	1.0	±0.1	
Male	99	±1	96	3	1	0	±1	1.1	±0.1	
Female	99	±1	95	3	1	1	±2	1.1	±0.1	
White	99	±1	98	1	1	0	±1	1.0	±0.1	
Total Minority	99	±1	91	5	2	1	±2	1.1	±0.1	
Black	99	±1	91	5	2	1	±2	1.1	±0.1	
Hispanic	99	±1	91	6	2	1	±2	1.1	±0.1	
AIAN	100	±1	95	2	2	1	±4	1.1	±0.1	
Asian	100	±1	90	6	2	2	±3	1.2	±0.1	
NHPI	99	±1	94	3	2	1	±4	1.1	±0.1	
Two or More Races	99	±2	93	3	3	1	±9	1.1	±0.2	
AGR/FTS/AR	99	±1	96	4	1	0	±2	1.1	±0.1	
Other Selected Reserve	99	±1	96	3	1	0	±1	1.1	±0.1	
Reserve Unit	99	±1	96	3	1	0	±1	1.1	±0.1	
Military Technician	99	±1	97	1	1	0	±1	1.0	±0.1	
IMA	99	±1	98	1	0	0	±1	1.0	±0.1	
Not Activated Past 12 Months	99	±1	96	2	1	0	±1	1.1	±0.1	
Activated Past 12 Months	99	±1	94	4	2	1	±2	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	96	2	1	0	±1	1.1	±0.1	
Deployed Past 12 Months	99	±1	93	5	2	0	±3	1.1	±0.1	
ARNG	99	±1	95	3	1	0	±2	1.1	±0.1	
White	99	±2	98	2	1	0	±2	1.0	±0.1	
Total Minority	99	±1	90	6	3	1	±3	1.2	±0.1	
Black	99	±1	89	7	3	1	±4	1.2	±0.1	
Hispanic	100	±1	90	6	2	1	±5	1.1	±0.1	
Other Race/Ethnicity	100	±1	90	6	2	3	±5	1.2	±0.1	
Enlisted	99	±1	95	3	1	0	±2	1.1	±0.1	
E1 – E4	99	±2	95	3	2	0	±3	1.1	±0.1	
E5 – E9	99	±1	95	3	1	0	±2	1.1	±0.1	
Officers	99	±1	96	3	1	1	±3	1.1	±0.1	
USAR	100	±1	95	3	1	0	±2	1.1	±0.1	
White	100	±1	98	2	0	0	±3	1.0	±0.1	
Total Minority	99	±1	92	5	3	1	±2	1.1	±0.1	
Black	99	±1	93	5	2	1	±3	1.1	±0.1	
Hispanic	99	±1	90	6	3	1	±4	1.1	±0.1	
Other Race/Ethnicity	100	±1	91	4	4	1	±9	1.1	±0.2	
Enlisted	99	±1	95	3	1	0	±2	1.1	±0.1	
E1 – E4	100	±1	95	3	1	0	±3	1.1	±0.1	
E5 – E9	99	±1	95	3	2	0	±2	1.1	±0.1	
Officers	100	±1	96	3	1	0	±3	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

61j. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
USNR	100	±1	96	2	1	0	±2	1.1	±0.1	
White	100	±1	99	1	0	0	±2	1.0	±0.1	
Total Minority	99	±1	92	5	2	0	±2	1.1	±0.1	
Black	99	±1	93	4	3	0	±4	1.1	±0.1	
Hispanic	99	±2	92	6	2	0	±4	1.1	±0.1	
Other Race/Ethnicity	99	±1	91	6	3	1	±4	1.1	±0.1	
Enlisted	100	±1	95	3	2	0	±2	1.1	±0.1	
E1 – E4	100	±1	92	4	3	0	±5	1.1	±0.1	
E5 – E9	99	±1	96	2	1	0	±2	1.1	±0.1	
Officers	100	±1	99	1	0	0	±2	1.0	±0.1	
USMCR	100	±1	93	5	2	1	±4	1.1	±0.1	
White	100	±1	95	2	1	1	±5	1.1	±0.1	
Total Minority	100	±1	88	8	2	1	±6	1.2	±0.1	
Black	100	±1	84	12	2	2	±14	1.2	±0.2	
Hispanic	100	±1	89	8	2	1	±9	1.2	±0.1	
Other Race/Ethnicity	100	±1	91	6	1	2	±6	1.1	±0.1	
Enlisted	100	±1	92	5	2	1	±4	1.1	±0.1	
E1 – E4	100	±1	93	4	0	2	±5	1.1	±0.1	
E5 – E9	99	±1	88	7	5	1	±7	1.2	±0.1	
Officers	99	±1	99	0	0	0	±2	1.0	±0.1	
ANG	99	±1	98	1	0	0	±1	1.0	±0.1	
White	99	±1	99	1	0	0	±1	1.0	±0.1	
Total Minority	99	±1	95	4	1	0	±2	1.1	±0.1	
Black	99	±1	94	3	2	1	±3	1.1	±0.1	
Hispanic	100	±1	93	6	1	1	±6	1.1	±0.1	
Other Race/Ethnicity	98	±3	98	2	1	0	±3	1.0	±0.1	
Enlisted	99	±1	98	1	0	0	±1	1.0	±0.1	
E1 – E4	99	±1	99	1	0	0	±3	1.0	±0.1	
E5 – E9	99	±1	98	2	0	0	±1	1.0	±0.1	
Officers	100	±1	99	1	0	0	±2	1.0	±0.1	
USAFR	99	±1	98	1	0	0	±1	1.0	±0.1	
White	99	±1	99	0	0	0	±2	1.0	±0.1	
Total Minority	99	±1	96	3	1	0	±2	1.1	±0.1	
Black	99	±1	96	3	1	0	±3	1.1	±0.1	
Hispanic	100	±1	94	4	1	0	±5	1.1	±0.1	
Other Race/Ethnicity	99	±1	98	1	1	0	±2	1.0	±0.1	
Enlisted	99	±1	98	1	0	0	±1	1.0	±0.1	
E1 – E4	99	±2	98	2	1	0	±2	1.0	±0.1	
E5 – E9	99	±1	98	1	0	0	±2	1.0	±0.1	
Officers	99	±2	99	1	0	0	±3	1.0	±0.1	
USCGR	100	±1	98	1	1	0	±2	1.0	±0.1	
White	100	±1	99	0	1	0	±3	1.0	±0.1	
Total Minority	99	±1	96	3	1	0	±3	1.1	±0.1	
Black	98	±4	91	9	NR	NR	±16	1.1	±0.1	
Hispanic	100	±1	96	2	2	0	±4	1.1	±0.1	
Other Race/Ethnicity	99	±2	97	1	1	1	±4	1.0	±0.1	
Enlisted	100	±1	98	1	1	0	±2	1.0	±0.1	
E1 – E4	100	±0	99	1	0	0	±3	1.0	±0.1	
E5 – E9	100	±1	98	1	2	0	±3	1.0	±0.1	
Officers	99	±1	100	0	0	0	±1	1.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

61. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on- or off-duty, on- or off-installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

k. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	95	3	1	0	±1	1.1	±0.1	
Enlisted	99	±1	95	3	1	0	±1	1.1	±0.1	
E1 – E4	99	±1	94	3	2	1	±2	1.1	±0.1	
E5 – E9	99	±1	96	3	1	0	±1	1.1	±0.1	
Officers	99	±1	97	2	0	1	±2	1.0	±0.1	
O1 – O3	100	±1	96	3	0	1	±3	1.1	±0.1	
O4 – O6	99	±1	98	2	0	0	±2	1.0	±0.1	
Male	99	±1	95	3	1	0	±1	1.1	±0.1	
Female	98	±2	95	3	1	1	±2	1.1	±0.1	
White	99	±1	97	2	1	0	±1	1.0	±0.1	
Total Minority	99	±1	91	5	2	1	±1	1.1	±0.1	
Black	99	±1	92	6	2	1	±2	1.1	±0.1	
Hispanic	99	±1	91	5	3	1	±2	1.1	±0.1	
AIAN	99	±1	90	6	2	1	±7	1.1	±0.1	
Asian	99	±1	89	6	3	2	±3	1.2	±0.1	
NHPI	100	±1	96	2	1	1	±3	1.1	±0.1	
Two or More Races	100	±1	92	5	2	1	±5	1.1	±0.1	
AGR/FTS/AR	99	±1	95	3	1	0	±2	1.1	±0.1	
Other Selected Reserve	99	±1	95	3	1	0	±1	1.1	±0.1	
Reserve Unit	99	±1	95	3	1	0	±1	1.1	±0.1	
Military Technician	100	±1	97	2	1	0	±1	1.0	±0.1	
IMA	99	±1	97	2	1	0	±1	1.0	±0.1	
Not Activated Past 12 Months	99	±1	96	2	1	0	±1	1.1	±0.1	
Activated Past 12 Months	99	±1	93	5	2	0	±2	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	96	3	1	0	±1	1.1	±0.1	
Deployed Past 12 Months	99	±2	93	5	2	0	±3	1.1	±0.1	
ARNG	99	±1	95	3	2	1	±2	1.1	±0.1	
White	99	±1	97	2	1	0	±2	1.0	±0.1	
Total Minority	100	±1	90	6	4	1	±3	1.2	±0.1	
Black	100	±0	89	7	3	0	±4	1.1	±0.1	
Hispanic	100	±1	91	4	4	1	±5	1.1	±0.1	
Other Race/Ethnicity	100	±1	88	6	3	3	±5	1.2	±0.1	
Enlisted	99	±1	95	3	2	0	±2	1.1	±0.1	
E1 – E4	99	±2	95	2	2	1	±3	1.1	±0.1	
E5 – E9	100	±1	95	3	1	0	±2	1.1	±0.1	
Officers	99	±2	96	3	0	1	±3	1.1	±0.1	
USAR	99	±1	95	4	1	0	±2	1.1	±0.1	
White	99	±2	97	2	1	0	±3	1.0	±0.1	
Total Minority	99	±2	92	6	2	1	±2	1.1	±0.1	
Black	99	±1	92	5	1	1	±3	1.1	±0.1	
Hispanic	98	±4	91	7	2	1	±3	1.1	±0.1	
Other Race/Ethnicity	100	±1	92	6	2	0	±4	1.1	±0.1	
Enlisted	99	±2	94	4	1	0	±2	1.1	±0.1	
E1 – E4	99	±2	94	4	1	0	±3	1.1	±0.1	
E5 – E9	99	±2	95	4	1	0	±2	1.1	±0.1	
Officers	100	±1	96	3	0	0	±3	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

61k. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
USNR	99	±1	95	3	1	0	±2	1.1	±0.1	
White	100	±1	97	2	0	0	±3	1.0	±0.1	
Total Minority	99	±1	92	5	3	0	±2	1.1	±0.1	
Black	99	±2	93	4	3	0	±4	1.1	±0.1	
Hispanic	99	±2	92	6	2	0	±4	1.1	±0.1	
Other Race/Ethnicity	99	±1	88	8	3	1	±5	1.2	±0.1	
Enlisted	99	±1	94	4	2	0	±2	1.1	±0.1	
E1 – E4	99	±1	91	5	3	0	±5	1.1	±0.1	
E5 – E9	100	±1	95	3	1	0	±2	1.1	±0.1	
Officers	99	±2	98	1	0	0	±2	1.0	±0.1	
USMCR	100	±1	91	5	2	2	±4	1.1	±0.1	
White	100	±1	94	3	2	1	±5	1.1	±0.1	
Total Minority	100	±1	86	9	2	3	±6	1.2	±0.1	
Black	100	±0	85	11	2	2	±14	1.2	±0.2	
Hispanic	99	±1	86	10	2	3	±9	1.2	±0.2	
Other Race/Ethnicity	100	±0	90	5	1	4	±6	1.2	±0.2	
Enlisted	100	±1	91	5	2	2	±4	1.1	±0.1	
E1 – E4	100	±1	91	5	2	2	±5	1.1	±0.1	
E5 – E9	100	±1	90	6	3	1	±5	1.1	±0.1	
Officers	100	±1	98	2	0	0	±2	1.0	±0.1	
ANG	99	±1	98	2	1	0	±1	1.0	±0.1	
White	99	±1	99	1	0	0	±1	1.0	±0.1	
Total Minority	99	±1	95	3	1	0	±2	1.1	±0.1	
Black	99	±1	96	2	1	0	±2	1.1	±0.1	
Hispanic	99	±1	94	4	1	1	±5	1.1	±0.1	
Other Race/Ethnicity	100	±1	96	3	1	0	±3	1.1	±0.1	
Enlisted	99	±1	98	2	0	0	±1	1.0	±0.1	
E1 – E4	100	±1	98	1	0	0	±3	1.0	±0.1	
E5 – E9	99	±1	97	2	1	0	±1	1.0	±0.1	
Officers	99	±1	98	1	1	0	±3	1.0	±0.1	
USAFR	99	±1	98	1	1	0	±1	1.0	±0.1	
White	99	±1	99	0	0	0	±1	1.0	±0.1	
Total Minority	99	±1	95	3	1	0	±2	1.1	±0.1	
Black	99	±1	96	3	1	0	±3	1.1	±0.1	
Hispanic	98	±3	94	4	2	0	±3	1.1	±0.1	
Other Race/Ethnicity	100	±1	96	3	1	0	±2	1.1	±0.1	
Enlisted	99	±1	98	2	1	0	±1	1.0	±0.1	
E1 – E4	100	±1	98	1	1	0	±2	1.0	±0.1	
E5 – E9	99	±1	97	2	1	0	±2	1.0	±0.1	
Officers	98	±2	99	1	0	0	±1	1.0	±0.1	
USCGR	100	±1	98	2	1	0	±2	1.0	±0.1	
White	100	±1	99	0	0	0	±3	1.0	±0.1	
Total Minority	100	±0	94	5	1	0	±3	1.1	±0.1	
Black	100	±0	90	10	NR	NR	±15	1.1	±0.1	
Hispanic	100	±0	93	5	2	0	±4	1.1	±0.1	
Other Race/Ethnicity	100	±0	97	3	0	0	±4	1.0	±0.1	
Enlisted	100	±1	98	2	1	0	±2	1.0	±0.1	
E1 – E4	100	±0	99	1	0	0	±3	1.0	±0.1	
E5 – E9	100	±1	97	2	1	0	±3	1.0	±0.1	
Officers	100	±1	99	1	0	0	±2	1.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

61. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on- or off-duty, on- or off-installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

I. Vandalized your property because of your race/ethnicity?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	99	1	0	0	±1	1.0	±0.1	
Enlisted	99	±1	99	1	1	0	±1	1.0	±0.1	
E1 – E4	99	±1	98	1	1	0	±2	1.0	±0.1	
E5 – E9	99	±1	99	1	0	0	±1	1.0	±0.1	
Officers	99	±1	99	1	0	0	±1	1.0	±0.1	
O1 – O3	99	±1	99	1	0	0	±2	1.0	±0.1	
O4 – O6	99	±1	100	0	0	0	±1	1.0	±0.1	
Male	99	±1	99	1	0	0	±1	1.0	±0.1	
Female	99	±2	99	1	1	0	±2	1.0	±0.1	
White	99	±1	99	0	0	0	±1	1.0	±0.1	
Total Minority	99	±1	98	1	1	0	±1	1.0	±0.1	
Black	99	±1	97	2	1	0	±2	1.0	±0.1	
Hispanic	99	±1	98	1	1	0	±1	1.0	±0.1	
AIAN	99	±2	99	1	0	0	±4	1.0	±0.1	
Asian	99	±1	97	2	1	0	±2	1.0	±0.1	
NHPI	100	±1	98	1	1	0	±2	1.0	±0.1	
Two or More Races	100	±1	98	0	1	1	±6	1.0	±0.1	
AGR/FTS/AR	99	±1	98	1	0	0	±1	1.0	±0.1	
Other Selected Reserve	99	±1	99	1	0	0	±1	1.0	±0.1	
Reserve Unit	99	±1	99	1	1	0	±1	1.0	±0.1	
Military Technician	99	±2	99	0	0	0	±1	1.0	±0.1	
IMA	99	±1	99	0	0	0	±1	1.0	±0.1	
Not Activated Past 12 Months	99	±1	99	1	1	0	±1	1.0	±0.1	
Activated Past 12 Months	99	±1	98	1	0	0	±1	1.0	±0.1	
Not Deployed Past 12 Months	99	±1	99	1	1	0	±1	1.0	±0.1	
Deployed Past 12 Months	99	±2	98	1	0	0	±2	1.0	±0.1	
ARNG	99	±1	98	1	1	0	±2	1.0	±0.1	
White	99	±2	99	0	1	0	±3	1.0	±0.1	
Total Minority	99	±1	97	2	1	1	±2	1.1	±0.1	
Black	99	±1	95	3	1	1	±3	1.1	±0.1	
Hispanic	100	±1	98	1	1	0	±2	1.0	±0.1	
Other Race/Ethnicity	100	±1	97	1	0	1	±6	1.1	±0.1	
Enlisted	99	±1	98	1	1	0	±2	1.0	±0.1	
E1 – E4	98	±2	97	1	1	0	±3	1.0	±0.1	
E5 – E9	100	±1	99	1	0	0	±1	1.0	±0.1	
Officers	99	±2	99	1	0	0	±2	1.0	±0.1	
USAR	99	±1	99	1	0	0	±1	1.0	±0.1	
White	99	±1	100	0	0	0	±2	1.0	±0.1	
Total Minority	99	±1	98	1	1	0	±1	1.0	±0.1	
Black	99	±1	99	1	0	0	±2	1.0	±0.1	
Hispanic	100	±1	98	1	0	0	±2	1.0	±0.1	
Other Race/Ethnicity	99	±1	98	1	1	0	±3	1.0	±0.1	
Enlisted	99	±1	99	1	0	0	±1	1.0	±0.1	
E1 – E4	100	±1	99	1	0	0	±1	1.0	±0.1	
E5 – E9	99	±2	99	0	1	0	±1	1.0	±0.1	
Officers	100	±1	99	1	0	0	±4	1.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

61I. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
USNR	99	±1	98	1	1	0	±2	1.0	±0.1	
White	99	±2	99	1	0	0	±2	1.0	±0.1	
Total Minority	99	±1	97	2	1	0	±2	1.0	±0.1	
Black	99	±1	97	1	2	0	±3	1.0	±0.1	
Hispanic	99	±2	97	3	1	0	±4	1.0	±0.1	
Other Race/Ethnicity	99	±2	96	2	2	0	±3	1.1	±0.1	
Enlisted	99	±1	97	2	1	0	±2	1.0	±0.1	
E1 – E4	99	±1	95	2	3	0	±5	1.1	±0.1	
E5 – E9	99	±1	98	1	0	0	±2	1.0	±0.1	
Officers	98	±2	99	1	0	0	±3	1.0	±0.1	
USMCR	99	±1	97	2	1	1	±3	1.1	±0.1	
White	100	±1	97	2	1	1	±4	1.1	±0.1	
Total Minority	99	±1	96	3	1	0	±4	1.1	±0.1	
Black	100	±1	99	1	0	0	±3	1.0	±0.1	
Hispanic	99	±2	95	4	1	0	±8	1.1	±0.1	
Other Race/Ethnicity	100	±1	97	1	1	1	±4	1.1	±0.1	
Enlisted	100	±1	96	2	1	1	±3	1.1	±0.1	
E1 – E4	100	±1	96	2	1	1	±4	1.1	±0.1	
E5 – E9	99	±1	96	3	1	0	±6	1.1	±0.1	
Officers	99	±1	100	0	0	0	±1	1.0	±0.1	
ANG	99	±1	99	1	0	0	±1	1.0	±0.1	
White	99	±1	100	0	0	0	±1	1.0	±0.1	
Total Minority	99	±1	99	1	0	0	±2	1.0	±0.1	
Black	99	±1	99	0	1	0	±2	1.0	±0.1	
Hispanic	99	±1	99	1	0	0	±6	1.0	±0.1	
Other Race/Ethnicity	100	±1	99	0	0	0	±1	1.0	±0.1	
Enlisted	99	±1	99	1	0	0	±1	1.0	±0.1	
E1 – E4	98	±2	99	1	0	0	±3	1.0	±0.1	
E5 – E9	99	±1	99	0	0	0	±1	1.0	±0.1	
Officers	99	±1	100	0	0	0	±2	1.0	±0.1	
USAFR	99	±1	100	0	0	0	±1	1.0	±0.1	
White	100	±1	100	0	0	0	±1	1.0	±0.1	
Total Minority	99	±1	99	0	0	0	±1	1.0	±0.1	
Black	98	±2	100	0	0	0	±2	1.0	±0.1	
Hispanic	99	±1	99	0	0	0	±1	1.0	±0.1	
Other Race/Ethnicity	99	±1	100	0	0	0	±1	1.0	±0.1	
Enlisted	99	±1	100	0	0	0	±1	1.0	±0.1	
E1 – E4	99	±1	99	0	1	0	±3	1.0	±0.1	
E5 – E9	99	±1	100	0	0	0	±1	1.0	±0.1	
Officers	99	±2	100	0	0	0	±1	1.0	±0.1	
USCGR	100	±1	99	0	0	0	±2	1.0	±0.1	
White	100	±1	100	0	0	0	±3	1.0	±0.1	
Total Minority	99	±1	99	1	0	0	±2	1.0	±0.1	
Black	100	±0	98	2	NR	NR	±12	1.0	±0.1	
Hispanic	98	±2	99	1	0	0	±3	1.0	±0.1	
Other Race/Ethnicity	99	±2	100	0	0	0	±0	1.0	±0.0	
Enlisted	100	±1	99	0	0	0	±2	1.0	±0.1	
E1 – E4	99	±1	100	0	0	0	±0	1.0	±0.0	
E5 – E9	100	±1	99	0	1	0	±3	1.0	±0.1	
Officers	99	±2	100	0	0	0	±0	1.0	±0.0	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

61. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on- or off-duty, on- or off-installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

m. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	98	1	1	0	±1	1.0	±0.1	
Enlisted	99	±1	98	1	1	0	±1	1.0	±0.1	
E1 – E4	99	±1	97	2	1	0	±2	1.0	±0.1	
E5 – E9	99	±1	98	1	0	0	±1	1.0	±0.1	
Officers	99	±1	98	1	0	0	±2	1.0	±0.1	
O1 – O3	99	±1	98	1	0	1	±3	1.0	±0.1	
O4 – O6	99	±1	99	1	0	0	±2	1.0	±0.1	
Male	99	±1	98	1	1	0	±1	1.0	±0.1	
Female	99	±1	97	2	1	0	±2	1.1	±0.1	
White	99	±1	99	1	1	0	±1	1.0	±0.1	
Total Minority	99	±1	96	2	1	1	±1	1.1	±0.1	
Black	99	±1	96	2	1	1	±2	1.1	±0.1	
Hispanic	99	±1	96	2	1	1	±2	1.1	±0.1	
AIAN	99	±1	97	2	1	0	±4	1.1	±0.1	
Asian	99	±1	96	2	1	1	±2	1.1	±0.1	
NHPI	99	±1	98	1	1	0	±2	1.0	±0.1	
Two or More Races	100	±1	93	5	0	2	±9	1.1	±0.1	
AGR/FTS/AR	99	±1	98	2	0	0	±2	1.0	±0.1	
Other Selected Reserve	99	±1	98	1	1	0	±1	1.0	±0.1	
Reserve Unit	99	±1	98	1	1	0	±1	1.0	±0.1	
Military Technician	99	±1	98	2	0	0	±2	1.0	±0.1	
IMA	99	±1	99	1	1	0	±1	1.0	±0.1	
Not Activated Past 12 Months	99	±1	98	1	1	0	±1	1.0	±0.1	
Activated Past 12 Months	99	±1	97	2	1	0	±2	1.0	±0.1	
Not Deployed Past 12 Months	99	±1	98	1	1	0	±1	1.0	±0.1	
Deployed Past 12 Months	99	±2	96	2	1	1	±3	1.1	±0.1	
ARNG	99	±1	97	1	1	0	±2	1.0	±0.1	
White	99	±1	98	1	1	0	±2	1.0	±0.1	
Total Minority	100	±1	95	3	1	1	±2	1.1	±0.1	
Black	100	±1	94	3	2	1	±3	1.1	±0.1	
Hispanic	100	±1	96	2	1	1	±2	1.1	±0.1	
Other Race/Ethnicity	99	±1	92	5	1	2	±10	1.1	±0.1	
Enlisted	99	±1	97	1	1	0	±2	1.0	±0.1	
E1 – E4	99	±2	96	2	2	0	±3	1.1	±0.1	
E5 – E9	99	±1	98	1	1	0	±1	1.0	±0.1	
Officers	99	±2	98	1	0	1	±3	1.0	±0.1	
USAR	99	±1	98	1	0	0	±1	1.0	±0.1	
White	99	±1	99	1	0	0	±1	1.0	±0.1	
Total Minority	98	±2	96	2	1	1	±2	1.1	±0.1	
Black	98	±2	96	2	1	1	±2	1.1	±0.1	
Hispanic	97	±4	96	2	0	1	±3	1.1	±0.1	
Other Race/Ethnicity	99	±1	96	2	1	1	±3	1.1	±0.1	
Enlisted	99	±1	98	1	0	0	±1	1.0	±0.1	
E1 – E4	99	±2	98	1	0	0	±1	1.0	±0.1	
E5 – E9	99	±1	98	1	1	0	±1	1.0	±0.1	
Officers	98	±2	97	2	0	1	±3	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

61m. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
USNR	99	±1	98	1	1	0	±1	1.0	±0.1	
White	100	±1	99	1	0	0	±2	1.0	±0.1	
Total Minority	98	±1	96	2	2	0	±2	1.1	±0.1	
Black	98	±2	96	1	2	0	±3	1.1	±0.1	
Hispanic	99	±1	96	3	1	0	±4	1.1	±0.1	
Other Race/Ethnicity	99	±1	95	3	2	0	±6	1.1	±0.1	
Enlisted	99	±1	97	2	1	0	±2	1.0	±0.1	
E1 – E4	99	±2	95	2	3	0	±3	1.1	±0.1	
E5 – E9	100	±1	98	1	1	0	±2	1.0	±0.1	
Officers	99	±2	100	0	0	0	±1	1.0	±0.1	
USMCR	99	±1	95	3	1	1	±3	1.1	±0.1	
White	100	±1	96	3	1	1	±5	1.1	±0.1	
Total Minority	98	±3	95	3	1	1	±4	1.1	±0.1	
Black	100	±0	96	2	2	1	±5	1.1	±0.1	
Hispanic	97	±5	94	4	1	0	±8	1.1	±0.1	
Other Race/Ethnicity	99	±2	96	3	1	1	±5	1.1	±0.1	
Enlisted	99	±1	95	3	1	1	±4	1.1	±0.1	
E1 – E4	100	±1	95	3	1	1	±5	1.1	±0.1	
E5 – E9	98	±4	94	5	1	0	±7	1.1	±0.1	
Officers	100	±1	100	0	0	0	±1	1.0	±0.1	
ANG	99	±1	99	1	0	0	±1	1.0	±0.1	
White	99	±1	99	1	0	0	±1	1.0	±0.1	
Total Minority	99	±1	98	1	0	0	±1	1.0	±0.1	
Black	99	±1	97	2	1	0	±2	1.0	±0.1	
Hispanic	99	±2	98	1	0	1	±2	1.0	±0.1	
Other Race/Ethnicity	100	±1	99	1	0	0	±2	1.0	±0.1	
Enlisted	99	±1	99	1	0	0	±1	1.0	±0.1	
E1 – E4	99	±1	99	1	0	0	±3	1.0	±0.1	
E5 – E9	99	±1	99	1	0	0	±1	1.0	±0.1	
Officers	99	±1	99	0	0	0	±2	1.0	±0.1	
USAFR	99	±1	99	0	0	0	±1	1.0	±0.1	
White	99	±1	100	0	0	0	±1	1.0	±0.1	
Total Minority	98	±2	99	1	1	0	±1	1.0	±0.1	
Black	97	±2	98	1	1	0	±2	1.0	±0.1	
Hispanic	99	±3	99	1	0	0	±1	1.0	±0.1	
Other Race/Ethnicity	99	±1	99	0	0	0	±1	1.0	±0.1	
Enlisted	99	±1	99	0	0	0	±1	1.0	±0.1	
E1 – E4	99	±2	99	0	1	0	±3	1.0	±0.1	
E5 – E9	99	±1	99	1	0	0	±1	1.0	±0.1	
Officers	98	±2	100	0	0	0	±1	1.0	±0.1	
USCGR	99	±1	99	0	0	0	±2	1.0	±0.1	
White	100	±1	100	0	0	0	±2	1.0	±0.1	
Total Minority	99	±2	98	2	1	0	±2	1.0	±0.1	
Black	100	±0	94	6	NR	NR	±11	1.1	±0.1	
Hispanic	97	±3	98	1	1	0	±3	1.0	±0.1	
Other Race/Ethnicity	100	±0	99	1	1	0	±4	1.0	±0.1	
Enlisted	99	±1	99	0	1	0	±2	1.0	±0.1	
E1 – E4	100	±1	99	0	1	0	±5	1.0	±0.1	
E5 – E9	99	±2	99	0	0	0	±1	1.0	±0.1	
Officers	99	±1	100	0	0	0	±2	1.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

61. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on- or off-duty, on- or off-installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

n. Physically threatened or intimidated you because of your race/ethnicity?

1. Never

2. Once or twice

3. Sometimes

4. Often

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	98	1	1	0	±1	1.0	±0.1	
Enlisted	99	±1	98	1	1	0	±1	1.0	±0.1	
E1 – E4	99	±1	97	1	1	0	±2	1.0	±0.1	
E5 – E9	99	±1	99	1	0	0	±1	1.0	±0.1	
Officers	99	±1	99	1	0	0	±1	1.0	±0.1	
O1 – O3	99	±1	98	1	0	1	±3	1.0	±0.1	
O4 – O6	99	±1	99	0	0	0	±2	1.0	±0.1	
Male	99	±1	98	1	1	0	±1	1.0	±0.1	
Female	99	±1	98	1	1	0	±2	1.0	±0.1	
White	99	±1	99	0	1	0	±1	1.0	±0.1	
Total Minority	99	±1	97	2	1	0	±1	1.0	±0.1	
Black	99	±1	97	2	1	0	±2	1.0	±0.1	
Hispanic	99	±1	97	1	1	0	±1	1.0	±0.1	
AIAN	100	±1	98	1	0	0	±4	1.0	±0.1	
Asian	100	±1	96	3	1	0	±2	1.1	±0.1	
NHPI	99	±1	98	1	0	0	±2	1.0	±0.1	
Two or More Races	100	±1	97	1	0	1	±5	1.1	±0.1	
AGR/FTS/AR	99	±1	98	1	1	0	±1	1.0	±0.1	
Other Selected Reserve	99	±1	98	1	1	0	±1	1.0	±0.1	
Reserve Unit	99	±1	98	1	1	0	±1	1.0	±0.1	
Military Technician	100	±1	99	1	0	0	±1	1.0	±0.1	
IMA	99	±1	99	1	0	0	±1	1.0	±0.1	
Not Activated Past 12 Months	99	±1	98	1	1	0	±1	1.0	±0.1	
Activated Past 12 Months	99	±1	98	1	1	0	±2	1.0	±0.1	
Not Deployed Past 12 Months	99	±1	98	1	1	0	±1	1.0	±0.1	
Deployed Past 12 Months	99	±2	97	2	1	0	±2	1.1	±0.1	
ARNG	99	±1	98	1	1	0	±2	1.0	±0.1	
White	99	±2	99	1	1	0	±2	1.0	±0.1	
Total Minority	99	±1	96	2	1	0	±2	1.1	±0.1	
Black	99	±2	95	3	2	0	±3	1.1	±0.1	
Hispanic	100	±1	98	1	1	0	±2	1.0	±0.1	
Other Race/Ethnicity	100	±1	96	2	0	1	±5	1.1	±0.1	
Enlisted	99	±1	98	1	1	0	±2	1.0	±0.1	
E1 – E4	98	±2	97	1	2	0	±3	1.0	±0.1	
E5 – E9	100	±1	99	0	1	0	±1	1.0	±0.1	
Officers	99	±2	98	2	0	1	±3	1.0	±0.1	
USAR	99	±1	98	1	1	0	±1	1.0	±0.1	
White	100	±1	99	0	0	0	±3	1.0	±0.1	
Total Minority	99	±1	97	1	1	1	±1	1.0	±0.1	
Black	99	±1	98	1	1	0	±2	1.0	±0.1	
Hispanic	99	±1	97	1	1	1	±3	1.1	±0.1	
Other Race/Ethnicity	100	±1	97	2	1	1	±2	1.0	±0.1	
Enlisted	99	±1	98	1	1	0	±2	1.0	±0.1	
E1 – E4	99	±1	98	1	1	0	±3	1.0	±0.1	
E5 – E9	99	±1	99	0	1	0	±1	1.0	±0.1	
Officers	100	±1	98	1	0	1	±3	1.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

61n. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
USNR	99	±1	98	1	1	0	±2	1.0	±0.1	
White	99	±2	99	1	0	0	±2	1.0	±0.1	
Total Minority	99	±1	96	2	2	0	±2	1.1	±0.1	
Black	99	±2	96	2	2	0	±3	1.1	±0.1	
Hispanic	99	±1	96	3	1	0	±4	1.0	±0.1	
Other Race/Ethnicity	99	±1	94	2	3	0	±5	1.1	±0.1	
Enlisted	99	±1	97	2	1	0	±2	1.0	±0.1	
E1 – E4	100	±1	93	4	3	0	±5	1.1	±0.1	
E5 – E9	99	±2	98	1	1	0	±2	1.0	±0.1	
Officers	99	±2	100	0	0	0	±2	1.0	±0.1	
USMCR	99	±2	97	2	1	1	±3	1.1	±0.1	
White	99	±2	98	1	1	1	±5	1.0	±0.1	
Total Minority	100	±1	95	4	1	1	±4	1.1	±0.1	
Black	99	±2	96	3	0	1	±5	1.1	±0.1	
Hispanic	100	±1	94	4	1	0	±7	1.1	±0.1	
Other Race/Ethnicity	100	±0	97	1	1	1	±4	1.1	±0.1	
Enlisted	99	±2	96	2	1	1	±3	1.1	±0.1	
E1 – E4	99	±2	96	2	1	1	±4	1.1	±0.1	
E5 – E9	98	±4	97	2	1	0	±2	1.0	±0.1	
Officers	99	±1	100	0	0	0	±1	1.0	±0.1	
ANG	99	±1	99	0	0	0	±1	1.0	±0.1	
White	99	±1	100	0	0	0	±1	1.0	±0.1	
Total Minority	99	±1	99	1	0	0	±2	1.0	±0.1	
Black	99	±1	99	0	1	0	±2	1.0	±0.1	
Hispanic	100	±1	98	1	0	0	±5	1.0	±0.1	
Other Race/Ethnicity	100	±1	99	1	0	0	±1	1.0	±0.1	
Enlisted	99	±1	99	1	0	0	±1	1.0	±0.1	
E1 – E4	100	±1	99	1	0	0	±3	1.0	±0.1	
E5 – E9	99	±1	99	0	0	0	±1	1.0	±0.1	
Officers	99	±1	100	0	0	0	±2	1.0	±0.1	
USAFR	99	±1	99	0	0	0	±1	1.0	±0.1	
White	99	±1	100	0	0	0	±1	1.0	±0.1	
Total Minority	99	±1	99	0	0	0	±1	1.0	±0.1	
Black	99	±1	99	1	1	0	±2	1.0	±0.1	
Hispanic	100	±1	99	0	0	0	±1	1.0	±0.1	
Other Race/Ethnicity	100	±1	99	0	0	0	±1	1.0	±0.1	
Enlisted	99	±1	99	0	0	0	±1	1.0	±0.1	
E1 – E4	99	±2	99	1	0	0	±3	1.0	±0.1	
E5 – E9	99	±1	100	0	0	0	±1	1.0	±0.1	
Officers	99	±2	100	0	0	0	±1	1.0	±0.1	
USCGR	100	±1	99	0	0	0	±2	1.0	±0.1	
White	100	±1	100	0	0	0	±3	1.0	±0.1	
Total Minority	100	±1	99	1	0	0	±2	1.0	±0.1	
Black	98	±3	98	2	NR	NR	±12	1.0	±0.1	
Hispanic	100	±1	99	1	0	0	±2	1.0	±0.1	
Other Race/Ethnicity	100	±0	99	1	0	0	±3	1.0	±0.1	
Enlisted	100	±1	99	0	0	0	±2	1.0	±0.1	
E1 – E4	100	±0	100	0	0	0	±0	1.0	±0.0	
E5 – E9	100	±1	99	0	1	0	±4	1.0	±0.1	
Officers	99	±2	100	0	0	0	±0	1.0	±0.0	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

61. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on- or off-duty, on- or off-installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

o. Assaulted you physically because of your race/ethnicity?

1. Never

2. Once or twice

3. Sometimes

4. Often

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	99	1	0	0	±1	1.0	±0.1	
Enlisted	99	±1	99	1	0	0	±1	1.0	±0.1	
E1 – E4	99	±1	98	1	1	0	±2	1.0	±0.1	
E5 – E9	99	±1	99	0	0	0	±1	1.0	±0.1	
Officers	99	±1	99	1	0	0	±1	1.0	±0.1	
O1 – O3	99	±1	99	1	0	0	±2	1.0	±0.1	
O4 – O6	99	±1	100	0	0	0	±1	1.0	±0.1	
Male	99	±1	99	1	0	0	±1	1.0	±0.1	
Female	99	±1	99	0	1	0	±2	1.0	±0.1	
White	99	±1	99	0	0	0	±1	1.0	±0.1	
Total Minority	99	±1	98	1	1	0	±1	1.0	±0.1	
Black	99	±1	98	1	1	0	±1	1.0	±0.1	
Hispanic	99	±1	98	1	0	0	±1	1.0	±0.1	
AIAN	99	±1	99	1	0	0	±4	1.0	±0.1	
Asian	99	±1	97	2	1	0	±2	1.0	±0.1	
NHPI	98	±3	99	0	1	0	±2	1.0	±0.1	
Two or More Races	100	±1	99	0	0	1	±6	1.0	±0.1	
AGR/FTS/AR	99	±1	99	1	0	0	±1	1.0	±0.1	
Other Selected Reserve	99	±1	99	1	0	0	±1	1.0	±0.1	
Reserve Unit	99	±1	99	1	0	0	±1	1.0	±0.1	
Military Technician	99	±1	100	0	0	0	±1	1.0	±0.1	
IMA	99	±1	99	0	0	0	±1	1.0	±0.1	
Not Activated Past 12 Months	99	±1	99	1	0	0	±1	1.0	±0.1	
Activated Past 12 Months	99	±1	99	1	0	0	±1	1.0	±0.1	
Not Deployed Past 12 Months	99	±1	99	1	0	0	±1	1.0	±0.1	
Deployed Past 12 Months	99	±2	98	1	0	0	±2	1.0	±0.1	
ARNG	99	±1	99	1	1	0	±2	1.0	±0.1	
White	99	±2	99	0	1	0	±3	1.0	±0.1	
Total Minority	99	±1	98	2	0	0	±2	1.0	±0.1	
Black	99	±2	96	3	1	0	±3	1.1	±0.1	
Hispanic	99	±1	99	1	0	0	±2	1.0	±0.1	
Other Race/Ethnicity	99	±1	98	1	0	1	±6	1.1	±0.1	
Enlisted	99	±1	98	1	1	0	±2	1.0	±0.1	
E1 – E4	98	±2	97	1	1	0	±3	1.0	±0.1	
E5 – E9	99	±1	99	0	0	0	±1	1.0	±0.1	
Officers	99	±2	99	1	0	0	±2	1.0	±0.1	
USAR	99	±1	99	1	0	0	±1	1.0	±0.1	
White	100	±1	100	0	0	0	±1	1.0	±0.1	
Total Minority	98	±2	98	1	0	1	±1	1.0	±0.1	
Black	99	±1	99	1	0	0	±2	1.0	±0.1	
Hispanic	97	±4	97	1	1	1	±3	1.1	±0.1	
Other Race/Ethnicity	99	±1	98	1	1	0	±2	1.0	±0.1	
Enlisted	99	±1	99	0	0	0	±1	1.0	±0.1	
E1 – E4	99	±2	99	1	0	0	±1	1.0	±0.1	
E5 – E9	99	±1	99	0	0	0	±2	1.0	±0.1	
Officers	99	±2	99	1	0	0	±3	1.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

61o. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
USNR	99	±1	98	1	1	0	±1	1.0	±0.1	
White	99	±1	99	1	0	0	±2	1.0	±0.1	
Total Minority	99	±1	97	2	1	0	±2	1.0	±0.1	
Black	99	±2	97	1	2	0	±3	1.1	±0.1	
Hispanic	99	±2	97	3	1	0	±4	1.0	±0.1	
Other Race/Ethnicity	98	±1	97	1	1	0	±3	1.0	±0.1	
Enlisted	99	±1	98	1	1	0	±2	1.0	±0.1	
E1 – E4	99	±1	95	3	2	0	±5	1.1	±0.1	
E5 – E9	99	±1	99	1	0	0	±1	1.0	±0.1	
Officers	99	±2	100	0	0	0	±1	1.0	±0.1	
USMCR	100	±1	97	2	1	1	±3	1.0	±0.1	
White	100	±1	98	1	1	1	±4	1.0	±0.1	
Total Minority	99	±1	96	3	1	0	±4	1.1	±0.1	
Black	99	±2	99	1	0	0	±4	1.0	±0.1	
Hispanic	100	±1	95	4	1	0	±8	1.1	±0.1	
Other Race/Ethnicity	100	±0	96	2	1	0	±4	1.1	±0.1	
Enlisted	100	±1	97	2	1	1	±3	1.1	±0.1	
E1 – E4	100	±1	96	2	1	1	±4	1.1	±0.1	
E5 – E9	99	±1	98	1	1	0	±2	1.0	±0.1	
Officers	100	±1	100	0	0	0	±1	1.0	±0.1	
ANG	99	±1	100	0	0	0	±1	1.0	±0.1	
White	99	±1	100	0	0	0	±1	1.0	±0.1	
Total Minority	99	±1	99	0	0	0	±1	1.0	±0.1	
Black	99	±1	99	0	1	0	±2	1.0	±0.1	
Hispanic	99	±1	99	0	0	1	±2	1.0	±0.1	
Other Race/Ethnicity	99	±1	100	0	0	0	±1	1.0	±0.1	
Enlisted	99	±1	100	0	0	0	±1	1.0	±0.1	
E1 – E4	99	±1	100	0	0	0	±1	1.0	±0.1	
E5 – E9	99	±1	99	0	0	0	±1	1.0	±0.1	
Officers	99	±1	100	0	0	0	±2	1.0	±0.1	
USAFR	99	±1	100	0	0	0	±1	1.0	±0.1	
White	99	±1	100	0	0	0	±1	1.0	±0.1	
Total Minority	98	±2	99	0	0	0	±1	1.0	±0.1	
Black	98	±2	99	0	0	0	±2	1.0	±0.1	
Hispanic	98	±3	99	0	0	0	±1	1.0	±0.1	
Other Race/Ethnicity	99	±2	99	0	0	0	±1	1.0	±0.1	
Enlisted	99	±1	100	0	0	0	±1	1.0	±0.1	
E1 – E4	99	±1	99	0	1	0	±3	1.0	±0.1	
E5 – E9	99	±1	100	0	0	0	±1	1.0	±0.1	
Officers	99	±2	100	0	0	0	±1	1.0	±0.1	
USCGR	99	±1	100	0	0	0	±2	1.0	±0.1	
White	100	±1	100	0	0	0	±3	1.0	±0.1	
Total Minority	99	±3	100	0	0	0	±1	1.0	±0.1	
Black	100	±0	NR	NR	NR	NR		1.0	±0.0	
Hispanic	99	±1	99	1	0	0	±2	1.0	±0.1	
Other Race/Ethnicity	96	±7	100	0	0	0	±0	1.0	±0.0	
Enlisted	100	±1	100	0	0	0	±2	1.0	±0.1	
E1 – E4	100	±0	100	0	0	0	±0	1.0	±0.0	
E5 – E9	99	±2	99	0	1	0	±4	1.0	±0.1	
Officers	98	±2	100	0	0	0	±0	1.0	±0.0	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

61. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on- or off-duty, on- or off-installation) and/or DoD/DHS civilian employees and/or contractors in your military workplace or on your installation/ship...

p. Other race/ethnic-related experiences?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	96	2	1	1	±1	1.1	±0.1	
Enlisted	99	±1	96	2	1	1	±1	1.1	±0.1	
E1 – E4	99	±1	96	2	1	0	±2	1.1	±0.1	
E5 – E9	99	±1	97	2	1	1	±1	1.1	±0.1	
Officers	100	±1	97	2	0	1	±2	1.1	±0.1	
O1 – O3	100	±1	96	2	0	1	±3	1.1	±0.1	
O4 – O6	100	±1	97	2	0	1	±2	1.0	±0.1	
Male	99	±1	97	2	1	0	±1	1.1	±0.1	
Female	99	±1	95	3	2	1	±2	1.1	±0.1	
White	99	±1	98	1	1	0	±1	1.0	±0.1	
Total Minority	99	±1	94	4	2	1	±1	1.1	±0.1	
Black	99	±1	93	5	2	1	±2	1.1	±0.1	
Hispanic	99	±1	95	3	1	1	±2	1.1	±0.1	
AIAN	100	±1	94	4	1	1	±8	1.1	±0.1	
Asian	99	±1	91	4	3	2	±3	1.1	±0.1	
NHPI	99	±2	96	2	2	0	±3	1.1	±0.1	
Two or More Races	100	±1	91	3	4	2	±10	1.2	±0.2	
AGR/FTS/AR	99	±1	96	2	1	0	±2	1.1	±0.1	
Other Selected Reserve	99	±1	96	2	1	1	±1	1.1	±0.1	
Reserve Unit	99	±1	96	2	1	1	±1	1.1	±0.1	
Military Technician	99	±1	98	1	1	0	±3	1.0	±0.1	
IMA	99	±1	97	1	1	0	±1	1.0	±0.1	
Not Activated Past 12 Months	99	±1	97	2	1	0	±1	1.1	±0.1	
Activated Past 12 Months	99	±1	95	3	1	1	±2	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	97	2	1	0	±1	1.1	±0.1	
Deployed Past 12 Months	99	±2	94	4	1	1	±3	1.1	±0.1	
ARNG	99	±1	97	2	1	0	±2	1.1	±0.1	
White	99	±1	98	1	1	0	±2	1.0	±0.1	
Total Minority	99	±1	93	4	2	1	±2	1.1	±0.1	
Black	99	±2	93	5	1	1	±3	1.1	±0.1	
Hispanic	100	±1	96	2	2	0	±3	1.1	±0.1	
Other Race/Ethnicity	99	±1	89	4	4	3	±11	1.2	±0.2	
Enlisted	99	±1	97	2	1	0	±2	1.1	±0.1	
E1 – E4	99	±2	96	2	2	0	±3	1.1	±0.1	
E5 – E9	99	±1	97	2	1	1	±1	1.0	±0.1	
Officers	100	±1	96	3	0	1	±3	1.1	±0.1	
USAR	100	±1	95	3	1	1	±2	1.1	±0.1	
White	100	±1	96	3	0	1	±3	1.1	±0.1	
Total Minority	99	±1	93	4	2	1	±2	1.1	±0.1	
Black	99	±1	92	5	2	1	±3	1.1	±0.1	
Hispanic	99	±1	95	3	1	1	±3	1.1	±0.1	
Other Race/Ethnicity	99	±1	93	4	3	1	±4	1.1	±0.1	
Enlisted	99	±1	95	3	1	1	±2	1.1	±0.1	
E1 – E4	99	±1	95	3	1	1	±4	1.1	±0.1	
E5 – E9	99	±1	94	3	1	1	±2	1.1	±0.1	
Officers	100	±1	94	4	1	1	±4	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

61p. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
USNR	99	±1	96	2	2	1	±2	1.1	±0.1	
White	99	±2	98	0	1	1	±2	1.0	±0.1	
Total Minority	99	±1	92	5	3	1	±2	1.1	±0.1	
Black	99	±1	92	4	3	1	±4	1.1	±0.1	
Hispanic	99	±2	94	4	1	0	±4	1.1	±0.1	
Other Race/Ethnicity	99	±1	89	5	4	2	±7	1.2	±0.1	
Enlisted	99	±1	95	2	2	1	±2	1.1	±0.1	
E1 – E4	99	±1	92	3	5	1	±5	1.1	±0.1	
E5 – E9	99	±2	96	2	1	1	±2	1.1	±0.1	
Officers	100	±1	98	1	1	0	±2	1.0	±0.1	
USMCR	99	±1	95	3	1	1	±3	1.1	±0.1	
White	99	±2	96	2	1	1	±5	1.1	±0.1	
Total Minority	99	±1	94	4	1	1	±4	1.1	±0.1	
Black	99	±2	94	3	2	1	±5	1.1	±0.1	
Hispanic	99	±1	93	5	2	0	±7	1.1	±0.1	
Other Race/Ethnicity	99	±2	94	3	1	2	±5	1.1	±0.1	
Enlisted	99	±1	95	3	1	1	±3	1.1	±0.1	
E1 – E4	100	±1	94	4	1	1	±5	1.1	±0.1	
E5 – E9	97	±4	95	2	2	0	±3	1.1	±0.1	
Officers	99	±1	98	1	0	0	±2	1.0	±0.1	
ANG	99	±1	98	2	0	0	±1	1.0	±0.1	
White	99	±1	98	1	0	0	±1	1.0	±0.1	
Total Minority	99	±1	96	3	1	0	±2	1.1	±0.1	
Black	99	±1	94	3	2	1	±3	1.1	±0.1	
Hispanic	99	±1	96	2	1	0	±3	1.1	±0.1	
Other Race/Ethnicity	99	±1	96	3	0	0	±4	1.0	±0.1	
Enlisted	99	±1	98	2	0	0	±1	1.0	±0.1	
E1 – E4	99	±1	99	1	0	0	±3	1.0	±0.1	
E5 – E9	99	±1	97	2	1	0	±1	1.0	±0.1	
Officers	100	±1	98	2	0	0	±2	1.0	±0.1	
USAFR	99	±1	98	1	1	0	±1	1.0	±0.1	
White	99	±1	99	1	0	0	±2	1.0	±0.1	
Total Minority	99	±1	96	2	1	0	±2	1.1	±0.1	
Black	98	±2	95	3	1	1	±3	1.1	±0.1	
Hispanic	99	±3	97	2	1	0	±2	1.0	±0.1	
Other Race/Ethnicity	99	±1	98	1	1	0	±2	1.0	±0.1	
Enlisted	99	±1	98	1	1	0	±1	1.0	±0.1	
E1 – E4	100	±1	98	1	1	0	±2	1.0	±0.1	
E5 – E9	99	±1	98	1	1	0	±1	1.0	±0.1	
Officers	99	±2	99	1	0	0	±1	1.0	±0.1	
USCGR	99	±1	97	2	1	0	±2	1.0	±0.1	
White	99	±1	98	1	1	0	±3	1.0	±0.1	
Total Minority	99	±1	94	4	2	0	±5	1.1	±0.1	
Black	100	±0	89	3	8	NR	±22	1.2	±0.3	
Hispanic	99	±2	97	3	0	0	±3	1.0	±0.1	
Other Race/Ethnicity	100	±0	93	6	1	0	±13	1.1	±0.1	
Enlisted	99	±1	97	2	2	0	±3	1.1	±0.1	
E1 – E4	99	±2	97	1	2	0	±5	1.0	±0.1	
E5 – E9	99	±1	96	2	1	0	±3	1.1	±0.1	
Officers	100	±1	98	2	0	0	±2	1.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

62. Do you consider ANY of the behaviors which you marked as happening to you in the previous question to have been racial/ethnic harassment?

1. None

2. Some

3. All

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	21	±2	71	25	4	±3
Enlisted	21	±2	71	26	3	±4
E1 – E4	22	±3	73	24	2	±6
E5 – E9	21	±2	69	27	4	±4
Officers	18	±3	71	21	8	±6
O1 – O3	20	±4	70	22	9	±10
O4 – O6	16	±3	74	19	7	±8
Male	20	±2	73	23	4	±4
Female	24	±3	62	33	5	±7
White	17	±2	83	15	2	±5
Total Minority	29	±2	57	37	6	±4
Black	30	±3	53	42	6	±5
Hispanic	27	±3	62	33	5	±6
AIAN	21	±8	54	31	NR	±16
Asian	34	±4	64	30	6	±8
NHPI	17	±6	70	28	2	±14
Two or More Races	32	±8	50	42	8	±17
AGR/FTS/AR	22	±3	70	27	4	±7
Other Selected Reserve	21	±2	71	25	4	±4
Reserve Unit	21	±2	71	25	4	±4
Military Technician	20	±4	74	23	3	±8
IMA	14	±2	71	26	3	±8
Not Activated Past 12 Months	20	±2	72	24	4	±4
Activated Past 12 Months	25	±3	68	28	4	±6
Not Deployed Past 12 Months	20	±2	71	25	4	±4
Deployed Past 12 Months	29	±4	69	26	5	±7
ARNG	23	±3	72	25	3	±6
White	19	±4	83	16	1	±9
Total Minority	31	±4	57	37	6	±7
Black	33	±5	52	44	4	±9
Hispanic	28	±6	63	32	6	±11
Other Race/Ethnicity	35	±8	56	33	11	±15
Enlisted	23	±3	72	25	2	±6
E1 – E4	23	±5	77	21	2	±10
E5 – E9	22	±3	67	30	3	±8
Officers	22	±5	72	20	8	±11
USAR	24	±3	66	28	6	±6
White	20	±5	82	14	3	±10
Total Minority	29	±3	53	40	8	±6
Black	29	±4	48	43	9	±8
Hispanic	30	±5	61	32	7	±9
Other Race/Ethnicity	30	±8	48	45	7	±16
Enlisted	25	±3	67	28	5	±7
E1 – E4	24	±5	68	30	2	±11
E5 – E9	27	±4	66	27	7	±7
Officers	21	±5	62	27	11	±13

Note: Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q61).

NR: Not reportable

62. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
USNR	20	±3	74	21	5	±6
White	15	±4	86	8	6	±12
Total Minority	27	±3	64	33	3	±7
Black	28	±5	62	36	1	±9
Hispanic	21	±5	62	33	6	±13
Other Race/Ethnicity	33	±7	67	29	4	±12
Enlisted	22	±4	72	24	4	±7
E1 – E4	22	±6	64	27	9	±19
E5 – E9	22	±4	75	22	2	±8
Officers	13	±4	84	9	7	±13
USMCR	23	±4	71	25	4	±10
White	17	±6	74	21	5	±18
Total Minority	33	±6	68	29	2	±11
Black	33	±10	61	NR	5	±22
Hispanic	31	±9	70	29	1	±16
Other Race/Ethnicity	37	±13	73	26	1	±18
Enlisted	24	±5	71	26	4	±11
E1 – E4	22	±6	71	25	4	±15
E5 – E9	28	±6	70	28	2	±13
Officers	12	±3	78	20	2	±12
ANG	14	±2	74	23	3	±5
White	11	±2	84	14	1	±8
Total Minority	25	±3	58	37	6	±7
Black	30	±4	53	37	10	±8
Hispanic	24	±5	52	46	2	±13
Other Race/Ethnicity	20	±5	71	24	4	±12
Enlisted	14	±2	73	23	3	±6
E1 – E4	11	±4	76	18	5	±15
E5 – E9	15	±2	72	25	3	±6
Officers	15	±4	77	22	1	±14
USAFR	13	±2	74	24	2	±6
White	10	±3	88	12	1	±11
Total Minority	20	±3	62	34	3	±7
Black	22	±4	62	35	3	±10
Hispanic	19	±5	59	37	4	±15
Other Race/Ethnicity	18	±5	69	29	2	±11
Enlisted	14	±2	73	25	2	±7
E1 – E4	13	±4	72	25	2	±14
E5 – E9	15	±3	73	24	2	±8
Officers	11	±4	81	18	1	±16
USCGR	15	±3	76	22	2	±10
White	12	±4	88	10	1	±16
Total Minority	25	±6	60	38	2	±13
Black	27	±15	NR	NR	NR	
Hispanic	24	±7	64	32	4	±15
Other Race/Ethnicity	27	±12	NR	NR	NR	
Enlisted	16	±4	76	23	1	±11
E1 – E4	18	±6	75	25	NR	±18
E5 – E9	15	±4	77	22	1	±14
Officers	12	±4	78	16	6	±16

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q61).

NR: Not reportable

62. Offensive Encounters scale: Constructed from Q61a-k and Q62. Offensive Encounters reflects whether Reserve component members indicated they experienced situations in which other DoD personnel engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting.

	Percent Responding		Percentages	Max ME	Offensive Encounters
			Incident Rate		
TOTAL DOD	100	±0	6	±1	
Enlisted	100	±0	6	±1	
E1 – E4	100	±0	6	±2	
E5 – E9	100	±0	7	±1	
Officers	100	±0	5	±2	
O1 – O3	100	±0	6	±3	
O4 – O6	100	±0	4	±2	
Male	100	±0	5	±1	
Female	100	±0	9	±2	
White	100	±0	3	±1	
Total Minority	100	±0	12	±2	
Black	100	±0	14	±2	
Hispanic	100	±0	10	±2	
AIAN	100	±0	10	±7	
Asian	100	±0	12	±3	
NHPI	100	±0	5	±4	
Two or More Races	100	±0	16	±9	
AGR/FTS/AR	100	±0	7	±2	
Other Selected Reserve	100	±0	6	±1	
Reserve Unit	100	±0	6	±1	
Military Technician	100	±0	5	±2	
IMA	100	±0	4	±2	
Not Activated Past 12 Months	100	±0	5	±1	
Activated Past 12 Months	100	±0	8	±2	
Not Deployed Past 12 Months	100	±0	6	±1	
Deployed Past 12 Months	100	±0	9	±3	
ARNG	100	±0	6	±2	
White	100	±0	3	±2	
Total Minority	100	±0	13	±3	
Black	100	±0	16	±4	
Hispanic	100	±0	10	±4	
Other Race/Ethnicity	100	±0	15	±8	
Enlisted	100	±0	6	±2	
E1 – E4	100	±0	5	±3	
E5 – E9	100	±0	7	±3	
Officers	100	±0	6	±3	
USAR	100	±0	8	±2	
White	100	±0	4	±3	
Total Minority	100	±0	14	±3	
Black	100	±0	15	±4	
Hispanic	100	±0	11	±4	
Other Race/Ethnicity	100	±0	15	±9	
Enlisted	100	±0	8	±2	
E1 – E4	100	±0	7	±4	
E5 – E9	100	±0	9	±2	
Officers	100	±0	8	±4	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic harassment/discrimination (Q61/Q62). The overall Cronbach's alpha = 0.93 (White = 0.91, Black = 0.92, Hispanic = 0.94, and Other Race/Ethnicity = 0.93). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent. 2011 WEOR includes Q61i "Made offensive remarks about your accent or language skills?" which is a new item.

62. Continued	Percent Responding		Percentages	Max ME	Offensive Encounters
			Incident Rate		
USNR	100	±0	5	±2	
White	100	±0	2	±3	
Total Minority	100	±0	10	±3	
Black	100	±0	10	±4	
Hispanic	100	±0	8	±4	
Other Race/Ethnicity	100	±0	11	±5	
Enlisted	100	±0	6	±2	
E1 – E4	100	±0	8	±5	
E5 – E9	100	±0	5	±2	
Officers	100	±0	2	±2	
USMCR	100	±0	7	±3	
White	100	±0	4	±5	
Total Minority	100	±0	10	±5	
Black	100	±0	13	±13	
Hispanic	100	±0	9	±6	
Other Race/Ethnicity	100	±0	10	±6	
Enlisted	100	±0	7	±4	
E1 – E4	100	±0	6	±5	
E5 – E9	100	±0	8	±5	
Officers	100	±0	3	±2	
ANG	100	±0	4	±1	
White	100	±0	2	±1	
Total Minority	100	±0	10	±3	
Black	100	±0	14	±4	
Hispanic	100	±0	11	±6	
Other Race/Ethnicity	100	±0	6	±4	
Enlisted	100	±0	4	±1	
E1 – E4	100	±0	2	±2	
E5 – E9	100	±0	4	±2	
Officers	100	±0	4	±3	
USAFR	100	±0	3	±1	
White	100	±0	1	±2	
Total Minority	100	±0	8	±2	
Black	100	±0	8	±4	
Hispanic	100	±0	8	±5	
Other Race/Ethnicity	100	±0	5	±2	
Enlisted	100	±0	4	±2	
E1 – E4	100	±0	3	±3	
E5 – E9	100	±0	4	±2	
Officers	100	±0	2	±2	
USCGR	100	±0	3	±2	
White	100	±0	1	±3	
Total Minority	100	±0	10	±5	
Black	100	±0	22	±18	
Hispanic	100	±0	9	±5	
Other Race/Ethnicity	100	±0	6	±11	
Enlisted	100	±0	4	±2	
E1 – E4	100	±0	4	±4	
E5 – E9	100	±0	3	±3	
Officers	100	±0	2	±3	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic harassment/discrimination (Q61/Q62). The overall Cronbach's alpha = 0.93 (White = 0.91, Black = 0.92, Hispanic = 0.94, and Other Race/Ethnicity = 0.93). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent. 2011 WEOR includes Q61i "Made offensive remarks about your accent or language skills?" which is a new item.

62. Threat/Harm scale: Constructed from Q61I-o and Q62. Threat/Harm can be defined as perceptions of threat, vandalism, and assault stemming from Reserve component members' race/ethnicity and caused by DoD personnel.

	Percent Responding		Percentages	Max ME	Threat/Harm
			Incident Rate		
TOTAL DOD	100	±0	2	±1	
Enlisted	100	±0	2	±1	
E1 – E4	100	±0	2	±1	
E5 – E9	100	±0	2	±1	
Officers	100	±0	1	±1	
O1 – O3	100	±0	1	±2	
O4 – O6	100	±0	1	±1	
Male	100	±0	2	±1	
Female	100	±0	2	±2	
White	100	±0	1	±1	
Total Minority	100	±0	4	±1	
Black	100	±0	4	±2	
Hispanic	100	±0	3	±1	
AIAN	100	±0	3	±4	
Asian	100	±0	4	±2	
NHPI	100	±0	2	±2	
Two or More Races	100	±0	7	±8	
AGR/FTS/AR	100	±0	2	±2	
Other Selected Reserve	100	±0	2	±1	
Reserve Unit	100	±0	2	±1	
Military Technician	100	±0	2	±2	
IMA	100	±0	1	±1	
Not Activated Past 12 Months	100	±0	1	±1	
Activated Past 12 Months	100	±0	2	±1	
Not Deployed Past 12 Months	100	±0	2	±1	
Deployed Past 12 Months	100	±0	3	±2	
ARNG	100	±0	2	±1	
White	100	±0	0	±1	
Total Minority	100	±0	5	±2	
Black	100	±0	6	±3	
Hispanic	100	±0	3	±2	
Other Race/Ethnicity	100	±0	8	±9	
Enlisted	100	±0	2	±1	
E1 – E4	100	±0	2	±2	
E5 – E9	100	±0	2	±1	
Officers	100	±0	2	±2	
USAR	100	±0	2	±1	
White	100	±0	0	±1	
Total Minority	100	±0	4	±2	
Black	100	±0	4	±2	
Hispanic	100	±0	4	±3	
Other Race/Ethnicity	100	±0	4	±3	
Enlisted	100	±0	2	±1	
E1 – E4	100	±0	1	±1	
E5 – E9	100	±0	2	±1	
Officers	100	±0	2	±3	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic harassment/discrimination (Q61/Q62). The overall Cronbach's alpha = 0.91 (White = 0.93, Black = 0.89, Hispanic = 0.91, and Other Race/Ethnicity = 0.92). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

62. Continued	Percent Responding		Percentages	Max ME	Threat/Harm
			Incident Rate		
USNR	100	±0	2	±1	
White	100	±0	1	±2	
Total Minority	100	±0	4	±2	
Black	100	±0	3	±3	
Hispanic	100	±0	4	±4	
Other Race/Ethnicity	100	±0	5	±5	
Enlisted	100	±0	2	±2	
E1 – E4	100	±0	4	±3	
E5 – E9	100	±0	2	±2	
Officers	100	±0	1	±2	
USMCR	100	±0	3	±3	
White	100	±0	2	±4	
Total Minority	100	±0	3	±2	
Black	100	±0	4	±5	
Hispanic	100	±0	2	±2	
Other Race/Ethnicity	100	±0	5	±5	
Enlisted	100	±0	3	±3	
E1 – E4	100	±0	2	±4	
E5 – E9	100	±0	4	±5	
Officers	100	±0	0	±0	
ANG	100	±0	1	±1	
White	100	±0	0	±1	
Total Minority	100	±0	2	±2	
Black	100	±0	3	±2	
Hispanic	100	±0	2	±3	
Other Race/Ethnicity	100	±0	1	±2	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	0	±1	
E5 – E9	100	±0	1	±1	
Officers	100	±0	0	±1	
USAFR	100	±0	1	±1	
White	100	±0	0	±1	
Total Minority	100	±0	1	±1	
Black	100	±0	2	±2	
Hispanic	100	±0	1	±1	
Other Race/Ethnicity	100	±0	1	±1	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	1	±3	
E5 – E9	100	±0	1	±1	
Officers	100	±0	0	±1	
USCGR	100	±0	1	±1	
White	100	±0	0	±2	
Total Minority	100	±0	2	±2	
Black	100	±0	6	±11	
Hispanic	100	±0	1	±3	
Other Race/Ethnicity	100	±0	1	±4	
Enlisted	100	±0	1	±2	
E1 – E4	100	±0	1	±4	
E5 – E9	100	±0	1	±1	
Officers	100	±0	0	±2	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic harassment/discrimination (Q61/Q62). The overall Cronbach's alpha = 0.91 (White = 0.93, Black = 0.89, Hispanic = 0.91, and Other Race/Ethnicity = 0.92). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

62. Harassment scale: Constructed from Q61a-o and Q62. Harassment reflects whether Reserve component members indicated that they personally experienced race/ethnicity-related insensitivity, threats, or actual harm, from another military member or a DoD civilian.

	Percent Responding		Percentages	Max ME	Harassment
			Incident Rate		
TOTAL DOD	100	±0	6	±1	
Enlisted	100	±0	6	±1	
E1 – E4	100	±0	6	±2	
E5 – E9	100	±0	7	±1	
Officers	100	±0	5	±2	
O1 – O3	100	±0	6	±3	
O4 – O6	100	±0	4	±2	
Male	100	±0	5	±1	
Female	100	±0	9	±2	
White	100	±0	3	±1	
Total Minority	100	±0	12	±2	
Black	100	±0	14	±2	
Hispanic	100	±0	10	±2	
AIAN	100	±0	10	±7	
Asian	100	±0	12	±3	
NHPI	100	±0	5	±4	
Two or More Races	100	±0	16	±9	
AGR/FTS/AR	100	±0	7	±2	
Other Selected Reserve	100	±0	6	±1	
Reserve Unit	100	±0	6	±1	
Military Technician	100	±0	5	±2	
IMA	100	±0	4	±2	
Not Activated Past 12 Months	100	±0	5	±1	
Activated Past 12 Months	100	±0	8	±2	
Not Deployed Past 12 Months	100	±0	6	±1	
Deployed Past 12 Months	100	±0	9	±3	
ARNG	100	±0	6	±2	
White	100	±0	3	±2	
Total Minority	100	±0	13	±3	
Black	100	±0	16	±4	
Hispanic	100	±0	10	±4	
Other Race/Ethnicity	100	±0	15	±8	
Enlisted	100	±0	6	±2	
E1 – E4	100	±0	5	±3	
E5 – E9	100	±0	7	±3	
Officers	100	±0	6	±3	
USAR	100	±0	8	±2	
White	100	±0	4	±3	
Total Minority	100	±0	14	±3	
Black	100	±0	15	±4	
Hispanic	100	±0	12	±4	
Other Race/Ethnicity	100	±0	15	±9	
Enlisted	100	±0	8	±2	
E1 – E4	100	±0	7	±4	
E5 – E9	100	±0	9	±2	
Officers	100	±0	8	±4	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic harassment (Q61/Q62). The overall Cronbach's alpha = 0.94 (White = 0.93, Black = 0.94, Hispanic = 0.95, and Other Race/Ethnicity = 0.95). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent. 2011 WEOR includes Q61i "Made offensive remarks about your accent or language skills?" which is a new item.

62. Continued	Percent Responding		Percentages	Max ME	Harassment
			Incident Rate		
USNR	100	±0	5	±2	
White	100	±0	2	±3	
Total Minority	100	±0	10	±3	
Black	100	±0	10	±4	
Hispanic	100	±0	8	±4	
Other Race/Ethnicity	100	±0	11	±5	
Enlisted	100	±0	6	±2	
E1 – E4	100	±0	8	±5	
E5 – E9	100	±0	5	±2	
Officers	100	±0	2	±2	
USMCR	100	±0	7	±3	
White	100	±0	4	±5	
Total Minority	100	±0	10	±5	
Black	100	±0	13	±13	
Hispanic	100	±0	9	±6	
Other Race/Ethnicity	100	±0	10	±6	
Enlisted	100	±0	7	±4	
E1 – E4	100	±0	6	±5	
E5 – E9	100	±0	8	±5	
Officers	100	±0	3	±2	
ANG	100	±0	4	±1	
White	100	±0	2	±1	
Total Minority	100	±0	10	±3	
Black	100	±0	14	±4	
Hispanic	100	±0	11	±6	
Other Race/Ethnicity	100	±0	6	±4	
Enlisted	100	±0	4	±1	
E1 – E4	100	±0	2	±2	
E5 – E9	100	±0	4	±2	
Officers	100	±0	4	±3	
USAFR	100	±0	3	±1	
White	100	±0	1	±2	
Total Minority	100	±0	8	±2	
Black	100	±0	8	±4	
Hispanic	100	±0	8	±5	
Other Race/Ethnicity	100	±0	5	±2	
Enlisted	100	±0	4	±2	
E1 – E4	100	±0	3	±3	
E5 – E9	100	±0	4	±2	
Officers	100	±0	2	±2	
USCGR	100	±0	3	±2	
White	100	±0	1	±3	
Total Minority	100	±0	10	±5	
Black	100	±0	22	±18	
Hispanic	100	±0	9	±5	
Other Race/Ethnicity	100	±0	6	±11	
Enlisted	100	±0	4	±2	
E1 – E4	100	±0	4	±4	
E5 – E9	100	±0	3	±3	
Officers	100	±0	2	±3	















































Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic harassment (Q61/Q62). The overall Cronbach's alpha = 0.94 (White = 0.93, Black = 0.94, Hispanic = 0.95, and Other Race/Ethnicity = 0.95). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent. 2011 WEOR includes Q61i "Made offensive remarks about your accent or language skills?" which is a new item.

63. Do you think that DoD and your Reserve component have a responsibility to prevent the behaviors which you marked as happening to you?
















































1. Yes, all of it

2. Yes, some of it

3. No

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
TOTAL DOD	21	±2	27	42	30	±4	70.0	±4.0	
Enlisted	21	±2	27	42	31	±4	69.0	±4.0	
E1 – E4	22	±3	22	45	33	±8	67.0	±8.0	
E5 – E9	21	±2	31	40	29	±4	71.0	±4.0	
Officers	18	±3	30	44	26	±7	74.0	±7.0	
O1 – O3	20	±4	28	48	24	±11	76.0	±11.0	
O4 – O6	16	±3	33	38	29	±9	71.0	±9.0	
Male	20	±2	25	43	32	±4	68.0	±4.0	
Female	24	±3	35	39	25	±7	75.0	±7.0	
White	17	±2	23	40	37	±6	63.0	±6.0	
Total Minority	29	±2	32	44	23	±4	77.0	±4.0	
Black	30	±3	37	45	18	±5	82.0	±5.0	
Hispanic	27	±3	27	43	30	±7	70.0	±7.0	
AIAN	21	±8	36	32	32	±18	68.0	±16.0	
Asian	33	±4	29	45	26	±7	74.0	±6.0	
NHPI	17	±6	26	53	20	±15	80.0	±11.0	
Two or More Races	32	±8	35	49	16	±16	84.0	±9.0	
AGR/FTS/AR	22	±3	32	39	30	±8	70.0	±8.0	
Other Selected Reserve	21	±2	27	43	31	±4	69.0	±4.0	
Reserve Unit	21	±2	27	43	30	±4	70.0	±4.0	
Military Technician	20	±4	26	40	34	±9	66.0	±9.0	
IMA	14	±2	23	42	35	±7	65.0	±7.0	
Not Activated Past 12 Months	20	±2	27	41	32	±5	68.0	±5.0	
Activated Past 12 Months	25	±3	28	45	27	±6	73.0	±6.0	
Not Deployed Past 12 Months	19	±2	27	42	31	±4	69.0	±4.0	
Deployed Past 12 Months	29	±4	28	45	27	±8	73.0	±7.0	
ARNG	22	±3	27	41	32	±7	68.0	±7.0	
White	19	±4	24	39	37	±10	63.0	±10.0	
Total Minority	31	±4	33	43	24	±7	76.0	±7.0	
Black	33	±5	35	49	16	±11	84.0	±11.0	
Hispanic	28	±6	30	32	38	±13	62.0	±13.0	
Other Race/Ethnicity	35	±8	32	51	17	±13	83.0	±8.0	
Enlisted	23	±3	27	41	32	±7	68.0	±7.0	
E1 – E4	23	±5	19	44	37	±12	63.0	±12.0	
E5 – E9	22	±3	34	38	28	±7	72.0	±7.0	
Officers	22	±5	32	40	28	±12	72.0	±12.0	
USAR	24	±3	30	44	26	±7	74.0	±6.0	
White	20	±5	25	41	34	±12	66.0	±12.0	
Total Minority	29	±3	35	46	19	±6	81.0	±5.0	
Black	28	±4	40	44	17	±8	83.0	±7.0	
Hispanic	30	±5	28	48	24	±9	76.0	±8.0	
Other Race/Ethnicity	30	±8	35	49	16	±17	84.0	±8.0	
Enlisted	25	±3	30	43	27	±7	73.0	±7.0	
E1 – E4	23	±5	25	48	27	±12	73.0	±12.0	
E5 – E9	27	±4	35	38	27	±8	73.0	±8.0	
Officers	21	±5	32	48	20	±12	80.0	±12.0	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q61). This percentage includes members who indicated experiencing a harassment behavior, but did not necessarily label it as racial/ethnic harassment.

63. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
USNR	20	±3	22	47	31	±8	69.0	±8.0	
White	15	±4	13	48	39	±14	61.0	±14.0	
Total Minority	26	±3	30	45	24	±7	76.0	±6.0	
Black	27	±5	30	46	24	±9	76.0	±9.0	
Hispanic	21	±5	27	49	23	±13	77.0	±13.0	
Other Race/Ethnicity	33	±7	34	41	25	±13	75.0	±9.0	
Enlisted	22	±4	21	48	31	±9	69.0	±9.0	
E1 – E4	22	±6	29	42	29	±17	71.0	±16.0	
E5 – E9	22	±4	18	50	31	±10	69.0	±10.0	
Officers	12	±4	28	38	34	±16	66.0	±16.0	
USMCR	23	±4	16	45	39	±11	61.0	±11.0	
White	17	±6	19	42	39	±18	61.0	±18.0	
Total Minority	33	±6	13	47	39	±12	61.0	±12.0	
Black	33	±10	22	41	37	±23	63.0	±23.0	
Hispanic	31	±9	7	51	42	±17	58.0	±17.0	
Other Race/Ethnicity	38	±13	20	NR	NR	±16	NR		
Enlisted	24	±5	16	45	39	±11	61.0	±11.0	
E1 – E4	22	±6	15	43	42	±15	58.0	±15.0	
E5 – E9	28	±6	18	48	34	±13	66.0	±13.0	
Officers	12	±3	24	39	37	±13	63.0	±13.0	
ANG	14	±2	27	42	31	±6	69.0	±6.0	
White	11	±2	24	41	35	±9	65.0	±9.0	
Total Minority	24	±3	32	43	25	±7	75.0	±6.0	
Black	30	±4	46	39	15	±8	85.0	±7.0	
Hispanic	23	±5	20	59	20	±12	80.0	±9.0	
Other Race/Ethnicity	20	±5	24	28	47	±13	53.0	±13.0	
Enlisted	14	±2	28	41	31	±7	69.0	±7.0	
E1 – E4	10	±4	27	46	27	±17	73.0	±17.0	
E5 – E9	15	±2	28	41	31	±7	69.0	±7.0	
Officers	15	±4	25	45	31	±15	69.0	±15.0	
USAFR	13	±2	28	39	33	±7	67.0	±7.0	
White	10	±3	19	35	46	±13	54.0	±13.0	
Total Minority	20	±3	36	43	21	±7	79.0	±6.0	
Black	22	±4	43	37	20	±10	80.0	±9.0	
Hispanic	19	±5	29	56	15	±17	85.0	±8.0	
Other Race/Ethnicity	18	±5	29	39	32	±16	68.0	±16.0	
Enlisted	14	±2	28	37	35	±8	65.0	±8.0	
E1 – E4	13	±4	23	37	40	±15	60.0	±15.0	
E5 – E9	15	±3	30	37	33	±10	67.0	±10.0	
Officers	11	±4	27	50	23	±17	77.0	±15.0	
USCGR	15	±3	27	41	32	±11	68.0	±11.0	
White	11	±4	22	38	40	±16	60.0	±16.0	
Total Minority	25	±6	33	45	21	±15	79.0	±15.0	
Black	27	±15	NR	NR	NR		NR		
Hispanic	23	±7	38	46	16	±18	84.0	±14.0	
Other Race/Ethnicity	27	±12	17	NR	NR	±22	NR		
Enlisted	15	±4	26	43	32	±12	68.0	±12.0	
E1 – E4	18	±6	33	48	19	±20	81.0	±20.0	
E5 – E9	14	±4	20	39	41	±16	59.0	±16.0	
Officers	12	±4	34	33	33	±19	67.0	±19.0	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q61). This percentage includes members who indicated experiencing a harassment behavior, but did not necessarily label it as racial/ethnic harassment.

NR: Not reportable

64. During the past 12 months, did any of the following happen to you?**a. You were rated lower than you deserved on your last military evaluation.**

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	2	10	88	±1	12.0	±1.0	■
Enlisted	98	±1	2	10	88	±2	12.0	±2.0	■
E1 – E4	98	±1	1	9	89	±3	11.0	±3.0	■
E5 – E9	98	±1	2	11	86	±2	14.0	±2.0	■
Officers	98	±1	3	7	90	±2	10.0	±2.0	■
O1 – O3	99	±1	3	7	90	±4	10.0	±4.0	■
O4 – O6	97	±2	3	7	90	±3	10.0	±3.0	■
Male	98	±1	2	10	88	±2	12.0	±2.0	■
Female	98	±1	2	10	88	±3	12.0	±3.0	■
White	98	±1	1	10	89	±2	11.0	±2.0	■
Total Minority	97	±1	4	11	85	±2	15.0	±2.0	■
Black	97	±1	5	11	84	±3	16.0	±3.0	■
Hispanic	98	±1	3	10	87	±2	13.0	±2.0	■
AIAN	97	±4	2	10	89	±8	11.0	±8.0	■
Asian	99	±1	3	10	87	±3	13.0	±3.0	■
NHPI	98	±2	1	7	92	±5	8.0	±5.0	■
Two or More Races	96	±5	4	14	82	±7	18.0	±7.0	■
AGR/FTS/AR	98	±1	3	12	85	±3	15.0	±3.0	■
Other Selected Reserve	98	±1	2	10	88	±2	12.0	±2.0	■
Reserve Unit	98	±1	2	10	88	±2	12.0	±2.0	■
Military Technician	98	±2	2	11	87	±3	13.0	±3.0	■
IMA	98	±1	1	6	93	±2	7.0	±2.0	■
Not Activated Past 12 Months	98	±1	2	9	89	±2	11.0	±2.0	■
Activated Past 12 Months	99	±1	2	13	85	±3	15.0	±3.0	■
Not Deployed Past 12 Months	98	±1	2	9	89	±2	11.0	±2.0	■
Deployed Past 12 Months	99	±1	3	15	83	±4	17.0	±4.0	■
ARNG	98	±1	2	11	87	±2	13.0	±2.0	■
White	98	±2	1	11	87	±3	13.0	±3.0	■
Total Minority	97	±2	4	11	85	±3	15.0	±3.0	■
Black	98	±2	6	14	80	±5	20.0	±5.0	■
Hispanic	98	±2	3	9	88	±4	12.0	±4.0	■
Other Race/Ethnicity	96	±6	3	10	87	±5	13.0	±5.0	■
Enlisted	98	±1	2	12	86	±3	14.0	±3.0	■
E1 – E4	98	±2	1	11	88	±4	12.0	±4.0	■
E5 – E9	98	±1	3	13	84	±3	16.0	±3.0	■
Officers	98	±2	3	8	89	±5	11.0	±5.0	■
USAR	98	±1	3	9	88	±2	12.0	±2.0	■
White	99	±1	1	9	90	±4	10.0	±4.0	■
Total Minority	97	±1	4	10	86	±3	14.0	±3.0	■
Black	96	±2	6	9	85	±3	15.0	±3.0	■
Hispanic	97	±2	3	10	87	±4	13.0	±4.0	■
Other Race/Ethnicity	98	±2	2	14	85	±8	15.0	±8.0	■
Enlisted	98	±1	2	9	88	±3	12.0	±3.0	■
E1 – E4	98	±2	2	7	92	±4	8.0	±4.0	■
E5 – E9	98	±1	3	12	85	±3	15.0	±3.0	■
Officers	98	±2	4	9	87	±5	13.0	±5.0	■

Note. Percent responding are Reserve component members who answered the question.

64a. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
USNR	98	±1	3	16	81	±3	19.0	±3.0	
White	98	±2	1	14	84	±5	16.0	±5.0	
Total Minority	97	±1	5	19	76	±4	24.0	±4.0	
Black	96	±2	3	20	77	±4	23.0	±4.0	
Hispanic	99	±2	3	20	77	±6	23.0	±6.0	
Other Race/Ethnicity	98	±2	9	16	75	±9	25.0	±8.0	
Enlisted	98	±2	3	18	79	±4	21.0	±4.0	
E1 – E4	97	±3	1	17	81	±7	19.0	±7.0	
E5 – E9	98	±2	3	18	78	±4	22.0	±4.0	
Officers	99	±2	2	9	89	±4	11.0	±4.0	
USMCR	99	±1	2	14	84	±4	16.0	±4.0	
White	99	±2	1	12	87	±6	13.0	±6.0	
Total Minority	98	±1	2	18	80	±6	20.0	±6.0	
Black	98	±2	2	20	78	±12	22.0	±12.0	
Hispanic	99	±2	3	16	81	±9	19.0	±9.0	
Other Race/Ethnicity	98	±3	2	19	79	±14	21.0	±14.0	
Enlisted	99	±2	2	15	83	±5	17.0	±5.0	
E1 – E4	99	±2	1	16	83	±6	17.0	±6.0	
E5 – E9	99	±1	4	13	83	±6	17.0	±6.0	
Officers	99	±2	2	5	94	±3	6.0	±3.0	
ANG	99	±1	1	5	95	±2	5.0	±2.0	
White	99	±1	0	4	95	±2	5.0	±2.0	
Total Minority	98	±1	2	5	93	±2	7.0	±2.0	
Black	97	±2	2	4	94	±3	6.0	±3.0	
Hispanic	98	±1	2	6	91	±5	9.0	±5.0	
Other Race/Ethnicity	99	±1	2	4	94	±3	6.0	±3.0	
Enlisted	98	±1	1	5	94	±2	6.0	±2.0	
E1 – E4	98	±2	1	4	95	±4	5.0	±4.0	
E5 – E9	98	±1	1	5	94	±2	6.0	±2.0	
Officers	100	±1	0	3	97	±3	3.0	±3.0	
USAFR	98	±1	2	5	93	±2	7.0	±2.0	
White	98	±1	2	5	93	±3	7.0	±3.0	
Total Minority	97	±1	3	5	91	±2	9.0	±2.0	
Black	96	±2	4	6	90	±3	10.0	±3.0	
Hispanic	98	±2	3	4	93	±6	7.0	±5.0	
Other Race/Ethnicity	98	±2	3	5	92	±7	8.0	±6.0	
Enlisted	98	±1	2	5	92	±2	8.0	±2.0	
E1 – E4	96	±2	2	2	96	±4	4.0	±4.0	
E5 – E9	98	±1	2	7	91	±3	9.0	±3.0	
Officers	99	±2	2	4	94	±4	6.0	±4.0	
USCGR	99	±1	1	8	91	±3	9.0	±3.0	
White	99	±2	1	7	92	±4	8.0	±4.0	
Total Minority	98	±3	2	9	89	±5	11.0	±5.0	
Black	100	±0	6	3	91	±11	9.0	±11.0	
Hispanic	96	±5	2	10	88	±7	12.0	±7.0	
Other Race/Ethnicity	99	±2	1	11	89	±12	11.0	±12.0	
Enlisted	99	±2	1	8	91	±3	9.0	±3.0	
E1 – E4	98	±3	1	9	89	±6	11.0	±6.0	
E5 – E9	99	±2	1	7	93	±4	7.0	±4.0	
Officers	99	±2	3	8	89	±5	11.0	±5.0	

Note. Percent responding are Reserve component members who answered the question.

64. During the past 12 months, did any of the following happen to you?**b. Your last military evaluation contained unjustified negative comments.**

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	2	5	94	±1	6.0	±1.0	
Enlisted	98	±1	1	5	93	±1	7.0	±1.0	
E1 – E4	98	±1	1	6	93	±2	7.0	±2.0	
E5 – E9	98	±1	2	5	94	±1	6.0	±1.0	
Officers	98	±1	2	3	95	±2	5.0	±2.0	
O1 – O3	97	±2	2	4	94	±4	6.0	±4.0	
O4 – O6	98	±2	2	1	97	±2	3.0	±2.0	
Male	98	±1	2	5	94	±1	6.0	±1.0	
Female	98	±1	1	5	94	±2	6.0	±2.0	
White	98	±1	1	5	94	±2	6.0	±2.0	
Total Minority	97	±1	3	5	92	±1	8.0	±1.0	
Black	97	±1	4	5	91	±2	9.0	±2.0	
Hispanic	97	±1	2	5	93	±2	7.0	±2.0	
AIAN	97	±5	1	3	96	±3	4.0	±3.0	
Asian	98	±1	2	5	93	±3	7.0	±3.0	
NHPI	98	±2	0	4	95	±4	5.0	±4.0	
Two or More Races	98	±2	2	8	90	±7	10.0	±7.0	
AGR/FTS/AR	98	±1	2	5	93	±2	7.0	±2.0	
Other Selected Reserve	98	±1	1	5	94	±1	6.0	±1.0	
Reserve Unit	98	±1	2	5	94	±1	6.0	±1.0	
Military Technician	98	±1	1	5	93	±3	7.0	±3.0	
IMA	98	±1	1	2	97	±1	3.0	±1.0	
Not Activated Past 12 Months	98	±1	1	4	94	±1	6.0	±1.0	
Activated Past 12 Months	98	±1	2	6	92	±2	8.0	±2.0	
Not Deployed Past 12 Months	98	±1	1	5	94	±1	6.0	±1.0	
Deployed Past 12 Months	98	±2	2	7	92	±3	8.0	±3.0	
ARNG	98	±1	2	6	93	±2	7.0	±2.0	
White	98	±2	1	6	93	±3	7.0	±3.0	
Total Minority	97	±1	3	5	92	±2	8.0	±2.0	
Black	98	±2	5	6	89	±4	11.0	±4.0	
Hispanic	96	±2	2	4	94	±3	6.0	±3.0	
Other Race/Ethnicity	98	±2	2	7	91	±5	9.0	±5.0	
Enlisted	98	±1	1	6	92	±2	8.0	±2.0	
E1 – E4	98	±2	1	7	93	±4	7.0	±4.0	
E5 – E9	98	±1	2	6	92	±3	8.0	±3.0	
Officers	97	±2	2	4	94	±4	6.0	±4.0	
USAR	98	±1	2	5	93	±2	7.0	±2.0	
White	99	±2	1	4	94	±3	6.0	±3.0	
Total Minority	96	±2	3	6	91	±2	9.0	±2.0	
Black	96	±2	4	5	90	±3	10.0	±3.0	
Hispanic	97	±2	2	5	92	±4	8.0	±4.0	
Other Race/Ethnicity	97	±3	0	7	93	±8	7.0	±8.0	
Enlisted	98	±1	2	5	93	±2	7.0	±2.0	
E1 – E4	98	±2	1	6	93	±4	7.0	±4.0	
E5 – E9	98	±2	2	5	93	±2	7.0	±2.0	
Officers	97	±3	3	3	94	±4	6.0	±4.0	

Note. Percent responding are Reserve component members who answered the question.

64b. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
USNR	98	±1	2	4	94	±2	6.0	±2.0	
White	98	±2	1	4	95	±3	5.0	±3.0	
Total Minority	97	±1	2	5	93	±2	7.0	±2.0	
Black	96	±2	3	6	91	±4	9.0	±4.0	
Hispanic	98	±2	1	4	94	±3	6.0	±3.0	
Other Race/Ethnicity	98	±1	2	4	93	±4	7.0	±4.0	
Enlisted	98	±1	2	5	93	±3	7.0	±3.0	
E1 – E4	97	±3	2	7	91	±6	9.0	±6.0	
E5 – E9	98	±1	2	4	94	±3	6.0	±3.0	
Officers	98	±2	1	1	98	±3	2.0	±3.0	
USMCR	98	±2	1	8	91	±4	9.0	±4.0	
White	98	±2	1	6	93	±5	7.0	±5.0	
Total Minority	98	±1	2	12	86	±6	14.0	±6.0	
Black	98	±2	2	13	85	±14	15.0	±13.0	
Hispanic	98	±2	2	10	88	±8	12.0	±8.0	
Other Race/Ethnicity	98	±3	2	14	84	±16	16.0	±15.0	
Enlisted	98	±2	1	9	90	±4	10.0	±4.0	
E1 – E4	98	±2	1	9	90	±5	10.0	±5.0	
E5 – E9	98	±2	2	8	89	±6	11.0	±6.0	
Officers	98	±2	1	3	96	±2	4.0	±2.0	
ANG	98	±1	1	2	97	±1	3.0	±1.0	
White	98	±1	0	2	97	±2	3.0	±2.0	
Total Minority	98	±1	1	3	96	±2	4.0	±2.0	
Black	97	±2	2	3	96	±2	4.0	±2.0	
Hispanic	99	±1	1	4	95	±5	5.0	±5.0	
Other Race/Ethnicity	98	±2	2	2	97	±2	3.0	±2.0	
Enlisted	98	±1	1	3	97	±2	3.0	±2.0	
E1 – E4	98	±2	1	2	96	±3	4.0	±3.0	
E5 – E9	98	±1	0	3	97	±2	3.0	±2.0	
Officers	99	±1	0	1	99	±2	1.0	±2.0	
USAFR	97	±1	1	2	96	±2	4.0	±2.0	
White	98	±2	1	3	96	±2	4.0	±2.0	
Total Minority	96	±2	2	2	96	±2	4.0	±2.0	
Black	96	±2	2	2	96	±3	4.0	±3.0	
Hispanic	96	±4	1	2	97	±2	3.0	±2.0	
Other Race/Ethnicity	98	±2	3	2	95	±8	5.0	±6.0	
Enlisted	97	±2	1	3	96	±2	4.0	±2.0	
E1 – E4	97	±2	2	2	96	±4	4.0	±4.0	
E5 – E9	97	±2	1	3	96	±2	4.0	±2.0	
Officers	98	±2	1	1	97	±4	3.0	±4.0	
USCGR	98	±1	1	3	96	±2	4.0	±2.0	
White	99	±2	1	2	97	±2	3.0	±2.0	
Total Minority	97	±3	2	5	93	±5	7.0	±5.0	
Black	100	±0	4	7	89	±15	11.0	±14.0	
Hispanic	95	±5	2	3	95	±8	5.0	±7.0	
Other Race/Ethnicity	100	±1	0	7	93	±13	7.0	±13.0	
Enlisted	99	±2	1	3	96	±3	4.0	±3.0	
E1 – E4	97	±3	1	6	93	±6	7.0	±6.0	
E5 – E9	99	±2	0	2	98	±2	2.0	±2.0	
Officers	98	±2	3	3	95	±4	5.0	±4.0	















































Note. Percent responding are Reserve component members who answered the question.

64. During the past 12 months, did any of the following happen to you?**c. You were held to a higher performance standard than others in your military job.**



















































1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	2	17	80	±2	20.0	±2.0	
Enlisted	97	±1	2	19	79	±2	21.0	±2.0	
E1 – E4	97	±2	1	18	81	±3	19.0	±3.0	
E5 – E9	98	±1	3	19	78	±2	22.0	±2.0	
Officers	98	±1	3	11	86	±3	14.0	±3.0	
O1 – O3	99	±1	3	13	84	±5	16.0	±5.0	
O4 – O6	97	±2	3	8	89	±3	11.0	±3.0	
Male	98	±1	2	17	81	±2	19.0	±2.0	
Female	98	±1	2	19	79	±3	21.0	±3.0	
White	98	±1	2	18	81	±2	19.0	±2.0	
Total Minority	97	±1	4	17	79	±2	21.0	±2.0	
Black	96	±1	5	16	79	±3	21.0	±3.0	
Hispanic	97	±1	2	17	81	±3	19.0	±3.0	
AIAN	97	±4	2	22	75	±16	25.0	±16.0	
Asian	98	±1	3	17	80	±4	20.0	±4.0	
NHPI	97	±3	1	18	81	±8	19.0	±8.0	
Two or More Races	98	±2	4	19	77	±8	23.0	±8.0	
AGR/FTS/AR	98	±1	3	19	77	±3	23.0	±3.0	
Other Selected Reserve	98	±1	2	17	81	±2	19.0	±2.0	
Reserve Unit	98	±1	2	17	80	±2	20.0	±2.0	
Military Technician	98	±1	2	18	80	±4	20.0	±4.0	
IMA	98	±1	1	8	90	±2	10.0	±2.0	
Not Activated Past 12 Months	97	±1	2	15	82	±2	18.0	±2.0	
Activated Past 12 Months	98	±1	2	23	74	±3	26.0	±3.0	
Not Deployed Past 12 Months	98	±1	2	16	81	±2	19.0	±2.0	
Deployed Past 12 Months	98	±1	2	24	73	±4	27.0	±4.0	
ARNG	98	±1	2	19	79	±3	21.0	±3.0	
White	98	±2	1	20	79	±4	21.0	±4.0	
Total Minority	98	±1	4	18	78	±3	22.0	±3.0	
Black	97	±2	7	16	77	±5	23.0	±5.0	
Hispanic	97	±2	2	18	79	±6	21.0	±6.0	
Other Race/Ethnicity	98	±2	4	19	78	±8	22.0	±8.0	
Enlisted	98	±2	2	20	78	±3	22.0	±3.0	
E1 – E4	97	±2	1	18	80	±5	20.0	±5.0	
E5 – E9	98	±1	3	21	76	±4	24.0	±4.0	
Officers	97	±2	3	15	82	±5	18.0	±5.0	
USAR	97	±1	3	20	77	±3	23.0	±3.0	
White	98	±2	3	22	75	±5	25.0	±5.0	
Total Minority	96	±2	4	17	79	±3	21.0	±3.0	
Black	96	±2	5	17	78	±4	22.0	±4.0	
Hispanic	97	±2	3	15	82	±4	18.0	±4.0	
Other Race/Ethnicity	96	±3	2	23	75	±9	25.0	±9.0	
Enlisted	97	±1	3	21	76	±4	24.0	±4.0	
E1 – E4	97	±2	2	19	79	±6	21.0	±6.0	
E5 – E9	97	±2	4	24	72	±4	28.0	±4.0	
Officers	98	±2	4	13	82	±5	18.0	±5.0	

Note. Percent responding are Reserve component members who answered the question.

64c. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
USNR	97	±1	2	14	84	±3	16.0	±3.0	
White	98	±2	2	11	87	±4	13.0	±4.0	
Total Minority	96	±2	3	18	79	±4	21.0	±4.0	
Black	94	±3	4	16	80	±4	20.0	±4.0	
Hispanic	97	±2	2	21	77	±7	23.0	±7.0	
Other Race/Ethnicity	97	±2	5	14	81	±9	19.0	±7.0	
Enlisted	97	±2	2	16	82	±4	18.0	±4.0	
E1 – E4	96	±3	2	14	84	±7	16.0	±7.0	
E5 – E9	98	±2	3	17	81	±4	19.0	±4.0	
Officers	98	±2	2	6	92	±4	8.0	±4.0	
USMCR	97	±2	2	20	78	±5	22.0	±5.0	
White	98	±2	1	19	81	±7	19.0	±7.0	
Total Minority	97	±3	3	23	75	±6	25.0	±6.0	
Black	97	±3	2	26	71	±12	29.0	±11.0	
Hispanic	96	±5	3	20	77	±8	23.0	±8.0	
Other Race/Ethnicity	97	±3	3	26	71	±13	29.0	±13.0	
Enlisted	97	±2	2	21	77	±5	23.0	±5.0	
E1 – E4	97	±3	1	21	78	±7	22.0	±7.0	
E5 – E9	98	±1	3	22	75	±6	25.0	±6.0	
Officers	97	±2	2	6	92	±3	8.0	±3.0	
ANG	98	±1	1	13	86	±2	14.0	±2.0	
White	98	±1	1	13	87	±3	13.0	±3.0	
Total Minority	98	±1	3	12	85	±3	15.0	±3.0	
Black	96	±2	6	11	83	±4	17.0	±4.0	
Hispanic	99	±1	1	13	86	±4	14.0	±4.0	
Other Race/Ethnicity	99	±1	4	11	85	±4	15.0	±4.0	
Enlisted	98	±1	1	14	85	±2	15.0	±2.0	
E1 – E4	98	±2	1	10	89	±5	11.0	±5.0	
E5 – E9	98	±1	1	15	84	±3	16.0	±3.0	
Officers	100	±1	1	6	93	±4	7.0	±4.0	
USAFR	97	±1	2	11	87	±2	13.0	±2.0	
White	98	±2	1	11	88	±3	12.0	±3.0	
Total Minority	97	±2	3	12	85	±3	15.0	±3.0	
Black	96	±2	3	12	84	±4	16.0	±4.0	
Hispanic	97	±2	1	11	88	±5	12.0	±5.0	
Other Race/Ethnicity	97	±2	4	13	83	±7	17.0	±7.0	
Enlisted	97	±2	2	12	86	±3	14.0	±3.0	
E1 – E4	96	±3	2	13	86	±5	14.0	±5.0	
E5 – E9	97	±2	2	12	87	±3	13.0	±3.0	
Officers	99	±2	2	8	90	±5	10.0	±5.0	
USCGR	98	±2	1	10	88	±3	12.0	±3.0	
White	98	±2	1	10	89	±4	11.0	±4.0	
Total Minority	96	±4	2	12	86	±5	14.0	±5.0	
Black	100	±0	6	13	81	±15	19.0	±15.0	
Hispanic	96	±5	2	9	88	±7	12.0	±7.0	
Other Race/Ethnicity	94	±8	0	16	84	±12	16.0	±12.0	
Enlisted	98	±2	1	11	88	±4	12.0	±4.0	
E1 – E4	98	±3	1	10	88	±7	12.0	±7.0	
E5 – E9	98	±2	1	11	88	±5	12.0	±5.0	
Officers	98	±2	3	7	90	±5	10.0	±5.0	















































Note. Percent responding are Reserve component members who answered the question.

64. During the past 12 months, did any of the following happen to you?**d. You did not get a military award or decoration given to others in similar circumstances.**

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	2	12	86	±2	14.0	±2.0	
Enlisted	98	±1	2	12	85	±2	15.0	±2.0	
E1 – E4	98	±1	2	12	87	±3	13.0	±3.0	
E5 – E9	98	±1	3	13	84	±2	16.0	±2.0	
Officers	98	±1	3	10	87	±3	13.0	±3.0	
O1 – O3	99	±1	4	10	86	±4	14.0	±4.0	
O4 – O6	98	±2	3	9	88	±3	12.0	±3.0	
Male	98	±1	2	12	86	±2	14.0	±2.0	
Female	98	±1	3	12	86	±3	14.0	±3.0	
White	98	±1	1	12	87	±2	13.0	±2.0	
Total Minority	97	±1	4	12	84	±2	16.0	±2.0	
Black	96	±1	5	12	83	±2	17.0	±2.0	
Hispanic	97	±1	3	12	84	±3	16.0	±3.0	
AIAN	97	±4	2	20	78	±17	22.0	±16.0	
Asian	98	±1	3	12	85	±4	15.0	±4.0	
NHPI	97	±3	2	12	87	±8	13.0	±8.0	
Two or More Races	99	±1	3	15	82	±8	18.0	±8.0	
AGR/FTS/AR	98	±1	3	13	84	±3	16.0	±3.0	
Other Selected Reserve	98	±1	2	12	86	±2	14.0	±2.0	
Reserve Unit	98	±1	2	12	86	±2	14.0	±2.0	
Military Technician	98	±2	2	12	86	±3	14.0	±3.0	
IMA	98	±1	2	10	88	±2	12.0	±2.0	
Not Activated Past 12 Months	98	±1	2	11	87	±2	13.0	±2.0	
Activated Past 12 Months	98	±1	3	17	81	±3	19.0	±3.0	
Not Deployed Past 12 Months	98	±1	2	11	87	±2	13.0	±2.0	
Deployed Past 12 Months	98	±1	3	19	78	±4	22.0	±4.0	
ARNG	98	±1	2	14	84	±3	16.0	±3.0	
White	98	±2	1	14	84	±4	16.0	±4.0	
Total Minority	98	±1	4	14	82	±3	18.0	±3.0	
Black	98	±2	6	13	81	±5	19.0	±5.0	
Hispanic	97	±2	2	14	84	±5	16.0	±5.0	
Other Race/Ethnicity	99	±2	4	16	80	±8	20.0	±8.0	
Enlisted	98	±1	2	15	83	±3	17.0	±3.0	
E1 – E4	98	±2	1	14	85	±5	15.0	±5.0	
E5 – E9	98	±2	3	15	82	±3	18.0	±3.0	
Officers	98	±2	4	11	86	±5	14.0	±5.0	
USAR	98	±1	4	12	84	±3	16.0	±3.0	
White	99	±1	3	12	85	±4	15.0	±4.0	
Total Minority	97	±1	5	12	83	±3	17.0	±3.0	
Black	96	±2	6	12	82	±4	18.0	±4.0	
Hispanic	97	±2	5	12	83	±4	17.0	±4.0	
Other Race/Ethnicity	97	±2	1	15	84	±8	16.0	±7.0	
Enlisted	98	±1	3	12	85	±3	15.0	±3.0	
E1 – E4	98	±2	3	10	87	±5	13.0	±5.0	
E5 – E9	98	±1	4	14	82	±4	18.0	±4.0	
Officers	98	±2	4	13	83	±5	17.0	±5.0	

Note. Percent responding are Reserve component members who answered the question.

64d. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
USNR	98	±1	2	11	87	±3	13.0	±3.0	
White	99	±2	1	9	89	±4	11.0	±4.0	
Total Minority	97	±1	3	14	83	±4	17.0	±4.0	
Black	95	±2	3	12	85	±4	15.0	±4.0	
Hispanic	98	±2	2	14	83	±6	17.0	±6.0	
Other Race/Ethnicity	98	±2	6	15	78	±9	22.0	±8.0	
Enlisted	98	±2	2	12	86	±3	14.0	±3.0	
E1 – E4	97	±3	2	9	89	±5	11.0	±5.0	
E5 – E9	98	±1	3	13	85	±4	15.0	±4.0	
Officers	99	±2	1	8	90	±4	10.0	±4.0	
USMCR	98	±2	1	12	87	±4	13.0	±4.0	
White	99	±2	1	11	89	±6	11.0	±6.0	
Total Minority	97	±3	3	13	84	±6	16.0	±6.0	
Black	98	±2	3	13	84	±13	16.0	±13.0	
Hispanic	96	±5	3	12	85	±8	15.0	±8.0	
Other Race/Ethnicity	96	±3	2	17	81	±15	19.0	±14.0	
Enlisted	98	±2	1	12	87	±5	13.0	±5.0	
E1 – E4	98	±2	1	12	87	±6	13.0	±6.0	
E5 – E9	98	±1	3	12	85	±6	15.0	±6.0	
Officers	98	±2	2	8	91	±3	9.0	±3.0	
ANG	98	±1	1	8	91	±2	9.0	±2.0	
White	98	±1	0	8	91	±2	9.0	±2.0	
Total Minority	97	±1	3	8	89	±2	11.0	±2.0	
Black	96	±2	5	6	89	±3	11.0	±3.0	
Hispanic	97	±2	2	11	87	±5	13.0	±5.0	
Other Race/Ethnicity	99	±1	3	6	90	±4	10.0	±4.0	
Enlisted	98	±1	1	8	90	±2	10.0	±2.0	
E1 – E4	98	±2	1	5	94	±4	6.0	±4.0	
E5 – E9	98	±1	1	10	89	±2	11.0	±2.0	
Officers	99	±2	0	6	94	±4	6.0	±4.0	
USAFR	97	±1	2	8	90	±2	10.0	±2.0	
White	98	±2	1	8	91	±3	9.0	±3.0	
Total Minority	95	±2	4	8	89	±3	11.0	±3.0	
Black	95	±3	4	8	88	±3	12.0	±3.0	
Hispanic	94	±4	4	7	89	±5	11.0	±5.0	
Other Race/Ethnicity	98	±2	4	7	89	±7	11.0	±5.0	
Enlisted	97	±2	2	8	90	±2	10.0	±2.0	
E1 – E4	96	±3	1	3	95	±4	5.0	±4.0	
E5 – E9	97	±2	3	10	88	±3	12.0	±3.0	
Officers	98	±2	2	9	89	±5	11.0	±5.0	
USCGR	98	±2	1	10	89	±3	11.0	±3.0	
White	99	±2	1	10	89	±4	11.0	±4.0	
Total Minority	97	±3	2	9	90	±5	10.0	±5.0	
Black	100	±0	4	5	91	±11	9.0	±11.0	
Hispanic	94	±5	2	8	90	±6	10.0	±6.0	
Other Race/Ethnicity	99	±2	1	12	88	±11	12.0	±11.0	
Enlisted	98	±2	1	9	90	±4	10.0	±4.0	
E1 – E4	97	±3	1	9	89	±6	11.0	±6.0	
E5 – E9	99	±2	1	9	90	±5	10.0	±5.0	
Officers	98	±2	3	12	85	±5	15.0	±5.0	















































Note. Percent responding are Reserve component members who answered the question.

64. During the past 12 months, did any of the following happen to you?**e. Your current military assignment has not made use of your job skills.**



















































1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	2	15	83	±2	17.0	±2.0	
Enlisted	98	±1	2	15	83	±2	17.0	±2.0	
E1 – E4	98	±1	1	16	83	±3	17.0	±3.0	
E5 – E9	98	±1	2	15	83	±2	17.0	±2.0	
Officers	98	±1	2	13	85	±3	15.0	±3.0	
O1 – O3	99	±1	2	16	82	±5	18.0	±5.0	
O4 – O6	97	±2	2	11	87	±3	13.0	±3.0	
Male	98	±1	2	15	84	±2	16.0	±2.0	
Female	98	±1	2	16	82	±3	18.0	±3.0	
White	98	±1	1	14	85	±2	15.0	±2.0	
Total Minority	97	±1	3	16	81	±2	19.0	±2.0	
Black	96	±1	4	15	81	±3	19.0	±3.0	
Hispanic	97	±1	2	16	82	±3	18.0	±3.0	
AIAN	93	±8	1	25	74	±20	26.0	±19.0	
Asian	98	±1	2	15	83	±3	17.0	±3.0	
NHPI	97	±3	1	9	90	±5	10.0	±5.0	
Two or More Races	99	±1	1	22	77	±9	23.0	±9.0	
AGR/FTS/AR	98	±1	2	13	85	±3	15.0	±3.0	
Other Selected Reserve	98	±1	2	15	83	±2	17.0	±2.0	
Reserve Unit	98	±1	2	15	83	±2	17.0	±2.0	
Military Technician	98	±1	2	11	87	±3	13.0	±3.0	
IMA	98	±1	1	14	85	±2	15.0	±2.0	
Not Activated Past 12 Months	98	±1	2	14	84	±2	16.0	±2.0	
Activated Past 12 Months	98	±1	2	17	81	±3	19.0	±3.0	
Not Deployed Past 12 Months	98	±1	2	14	84	±2	16.0	±2.0	
Deployed Past 12 Months	98	±1	2	19	79	±4	21.0	±4.0	
ARNG	98	±1	1	15	83	±3	17.0	±3.0	
White	98	±2	1	15	84	±4	16.0	±4.0	
Total Minority	98	±1	3	16	81	±3	19.0	±3.0	
Black	98	±2	4	15	81	±5	19.0	±5.0	
Hispanic	97	±2	2	16	82	±6	18.0	±6.0	
Other Race/Ethnicity	97	±3	2	19	79	±8	21.0	±8.0	
Enlisted	98	±1	1	16	83	±3	17.0	±3.0	
E1 – E4	98	±2	1	16	83	±5	17.0	±5.0	
E5 – E9	98	±1	2	15	83	±3	17.0	±3.0	
Officers	97	±2	2	14	84	±5	16.0	±5.0	
USAR	98	±1	2	18	80	±3	20.0	±3.0	
White	99	±2	2	17	81	±5	19.0	±5.0	
Total Minority	96	±1	4	18	79	±3	21.0	±3.0	
Black	96	±2	5	16	80	±4	20.0	±4.0	
Hispanic	97	±2	4	17	79	±5	21.0	±5.0	
Other Race/Ethnicity	97	±2	1	23	76	±10	24.0	±10.0	
Enlisted	98	±1	2	18	80	±4	20.0	±4.0	
E1 – E4	98	±2	2	19	79	±6	21.0	±6.0	
E5 – E9	98	±1	3	16	81	±4	19.0	±4.0	
Officers	98	±2	3	17	80	±6	20.0	±6.0	

Note. Percent responding are Reserve component members who answered the question.

64e. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
USNR	98	±1	2	16	82	±3	18.0	±3.0	
White	98	±2	1	15	84	±5	16.0	±5.0	
Total Minority	97	±2	2	18	80	±3	20.0	±3.0	
Black	95	±3	2	18	80	±5	20.0	±5.0	
Hispanic	98	±2	2	19	79	±6	21.0	±6.0	
Other Race/Ethnicity	97	±2	1	16	82	±4	18.0	±4.0	
Enlisted	97	±2	2	17	81	±4	19.0	±4.0	
E1 – E4	96	±3	1	20	79	±7	21.0	±7.0	
E5 – E9	98	±2	2	17	82	±4	18.0	±4.0	
Officers	99	±2	1	11	87	±4	13.0	±4.0	
USMCR	98	±2	2	17	82	±5	18.0	±5.0	
White	99	±2	1	15	83	±6	17.0	±6.0	
Total Minority	97	±3	2	19	78	±7	22.0	±7.0	
Black	97	±3	2	19	79	±12	21.0	±12.0	
Hispanic	96	±5	2	18	80	±9	20.0	±9.0	
Other Race/Ethnicity	98	±3	1	24	75	±17	25.0	±17.0	
Enlisted	98	±2	2	17	81	±5	19.0	±5.0	
E1 – E4	98	±2	1	17	82	±7	18.0	±7.0	
E5 – E9	98	±1	4	17	79	±7	21.0	±7.0	
Officers	98	±2	1	12	86	±4	14.0	±4.0	
ANG	98	±1	1	10	89	±2	11.0	±2.0	
White	98	±1	0	10	89	±3	11.0	±3.0	
Total Minority	98	±1	2	8	89	±2	11.0	±2.0	
Black	96	±2	4	9	87	±4	13.0	±4.0	
Hispanic	98	±1	2	8	90	±4	10.0	±4.0	
Other Race/Ethnicity	99	±1	2	8	90	±4	10.0	±4.0	
Enlisted	98	±1	1	10	89	±2	11.0	±2.0	
E1 – E4	98	±2	1	6	93	±4	7.0	±4.0	
E5 – E9	98	±1	1	11	88	±3	12.0	±3.0	
Officers	100	±1	1	9	91	±4	9.0	±4.0	
USAFR	98	±1	2	11	88	±2	12.0	±2.0	
White	99	±1	1	10	89	±3	11.0	±3.0	
Total Minority	96	±2	2	11	86	±3	14.0	±3.0	
Black	95	±2	2	12	86	±4	14.0	±4.0	
Hispanic	97	±3	2	12	86	±6	14.0	±6.0	
Other Race/Ethnicity	98	±2	3	9	88	±8	12.0	±5.0	
Enlisted	97	±1	2	11	87	±3	13.0	±3.0	
E1 – E4	96	±3	2	8	90	±4	10.0	±4.0	
E5 – E9	98	±1	2	12	86	±3	14.0	±3.0	
Officers	99	±2	1	8	90	±4	10.0	±4.0	
USCGR	98	±2	1	13	86	±4	14.0	±4.0	
White	98	±2	1	14	85	±4	15.0	±4.0	
Total Minority	97	±3	2	12	86	±5	14.0	±5.0	
Black	100	±0	5	8	87	±12	13.0	±12.0	
Hispanic	95	±5	2	13	86	±6	14.0	±6.0	
Other Race/Ethnicity	100	±1	1	14	85	±12	15.0	±11.0	
Enlisted	97	±2	1	13	86	±4	14.0	±4.0	
E1 – E4	96	±4	1	13	85	±7	15.0	±7.0	
E5 – E9	98	±2	1	13	86	±5	14.0	±5.0	
Officers	98	±2	3	14	83	±5	17.0	±5.0	

Note. Percent responding are Reserve component members who answered the question.

64. During the past 12 months, did any of the following happen to you?**f. You were not able to attend a major school needed for your military specialty.**



















































1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	2	9	89	±1	11.0	±1.0	
Enlisted	98	±1	2	10	89	±2	11.0	±2.0	
E1 – E4	98	±1	1	9	90	±3	10.0	±3.0	
E5 – E9	98	±1	2	11	88	±2	12.0	±2.0	
Officers	98	±1	2	8	91	±2	9.0	±2.0	
O1 – O3	98	±2	2	8	90	±4	10.0	±4.0	
O4 – O6	98	±2	2	7	92	±3	8.0	±3.0	
Male	98	±1	2	9	89	±2	11.0	±2.0	
Female	98	±1	1	9	90	±3	10.0	±3.0	
White	98	±1	1	8	91	±2	9.0	±2.0	
Total Minority	97	±1	3	12	85	±2	15.0	±2.0	
Black	97	±1	3	12	85	±2	15.0	±2.0	
Hispanic	97	±2	2	13	85	±3	15.0	±3.0	
AIAN	97	±4	1	7	91	±5	9.0	±5.0	
Asian	98	±1	3	10	87	±4	13.0	±4.0	
NHPI	96	±3	1	7	91	±5	9.0	±5.0	
Two or More Races	99	±1	2	13	85	±8	15.0	±8.0	
AGR/FTS/AR	98	±1	2	9	89	±2	11.0	±2.0	
Other Selected Reserve	98	±1	2	9	89	±2	11.0	±2.0	
Reserve Unit	98	±1	2	9	89	±2	11.0	±2.0	
Military Technician	99	±1	2	8	90	±3	10.0	±3.0	
IMA	98	±1	1	6	93	±2	7.0	±2.0	
Not Activated Past 12 Months	98	±1	2	9	90	±2	10.0	±2.0	
Activated Past 12 Months	98	±1	1	12	87	±3	13.0	±3.0	
Not Deployed Past 12 Months	98	±1	2	9	90	±2	10.0	±2.0	
Deployed Past 12 Months	98	±1	1	13	86	±4	14.0	±4.0	
ARNG	98	±1	2	11	88	±2	12.0	±2.0	
White	98	±2	1	9	90	±3	10.0	±3.0	
Total Minority	97	±2	3	14	83	±4	17.0	±4.0	
Black	98	±2	4	14	82	±5	18.0	±5.0	
Hispanic	96	±3	2	14	84	±7	16.0	±7.0	
Other Race/Ethnicity	99	±2	4	13	83	±8	17.0	±8.0	
Enlisted	98	±1	2	11	87	±3	13.0	±3.0	
E1 – E4	98	±2	1	10	89	±4	11.0	±4.0	
E5 – E9	98	±2	2	12	86	±3	14.0	±3.0	
Officers	98	±2	2	8	90	±4	10.0	±4.0	
USAR	98	±1	2	12	87	±2	13.0	±2.0	
White	99	±1	1	10	88	±4	12.0	±4.0	
Total Minority	96	±2	2	14	84	±3	16.0	±3.0	
Black	96	±2	3	13	84	±4	16.0	±4.0	
Hispanic	96	±3	2	15	83	±4	17.0	±4.0	
Other Race/Ethnicity	98	±2	1	12	87	±7	13.0	±7.0	
Enlisted	98	±1	2	11	87	±3	13.0	±3.0	
E1 – E4	98	±2	1	8	91	±4	9.0	±4.0	
E5 – E9	98	±1	2	15	82	±4	18.0	±4.0	
Officers	97	±2	2	13	85	±5	15.0	±5.0	

Note. Percent responding are Reserve component members who answered the question.

64f. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
USNR	98	±1	2	8	90	±2	10.0	±2.0	
White	98	±2	2	6	92	±4	8.0	±4.0	
Total Minority	97	±1	2	11	87	±3	13.0	±3.0	
Black	95	±2	2	12	86	±4	14.0	±4.0	
Hispanic	98	±2	2	11	88	±4	12.0	±4.0	
Other Race/Ethnicity	98	±2	2	11	87	±4	13.0	±4.0	
Enlisted	98	±2	2	10	88	±3	12.0	±3.0	
E1 – E4	97	±3	2	12	86	±6	14.0	±6.0	
E5 – E9	98	±1	2	9	89	±3	11.0	±3.0	
Officers	98	±2	1	3	96	±3	4.0	±3.0	
USMCR	98	±2	1	10	89	±4	11.0	±4.0	
White	99	±2	1	9	91	±5	9.0	±5.0	
Total Minority	97	±3	2	13	85	±5	15.0	±5.0	
Black	98	±2	2	12	86	±7	14.0	±7.0	
Hispanic	96	±5	2	14	84	±9	16.0	±9.0	
Other Race/Ethnicity	98	±3	1	11	88	±7	12.0	±7.0	
Enlisted	98	±2	1	11	88	±4	12.0	±4.0	
E1 – E4	98	±2	1	9	90	±6	10.0	±6.0	
E5 – E9	99	±1	2	13	84	±6	16.0	±6.0	
Officers	99	±2	1	5	94	±3	6.0	±3.0	
ANG	98	±1	1	4	95	±2	5.0	±2.0	
White	98	±1	0	4	95	±2	5.0	±2.0	
Total Minority	98	±1	2	4	94	±2	6.0	±2.0	
Black	97	±2	2	5	93	±3	7.0	±3.0	
Hispanic	98	±1	1	4	95	±3	5.0	±3.0	
Other Race/Ethnicity	99	±1	2	4	94	±3	6.0	±3.0	
Enlisted	98	±1	1	4	95	±2	5.0	±2.0	
E1 – E4	98	±2	1	3	96	±3	4.0	±3.0	
E5 – E9	98	±1	1	5	95	±2	5.0	±2.0	
Officers	99	±1	0	5	95	±4	5.0	±4.0	
USAFR	97	±1	2	6	93	±2	7.0	±2.0	
White	98	±2	1	5	94	±3	6.0	±3.0	
Total Minority	96	±2	2	7	92	±2	8.0	±2.0	
Black	95	±2	2	8	90	±3	10.0	±3.0	
Hispanic	98	±2	1	6	93	±4	7.0	±4.0	
Other Race/Ethnicity	97	±2	2	5	92	±8	8.0	±6.0	
Enlisted	97	±2	2	6	92	±2	8.0	±2.0	
E1 – E4	96	±2	2	5	93	±4	7.0	±4.0	
E5 – E9	97	±2	1	7	92	±3	8.0	±3.0	
Officers	98	±2	1	3	96	±4	4.0	±4.0	
USCGR	98	±2	1	7	92	±3	8.0	±3.0	
White	99	±2	1	6	93	±3	7.0	±3.0	
Total Minority	98	±3	1	11	88	±5	12.0	±5.0	
Black	100	±0	NR	6	94	±10	6.0	±10.0	
Hispanic	96	±5	2	12	86	±8	14.0	±8.0	
Other Race/Ethnicity	100	±0	0	12	88	±8	12.0	±8.0	
Enlisted	98	±2	1	7	92	±3	8.0	±3.0	
E1 – E4	98	±3	1	9	90	±6	10.0	±6.0	
E5 – E9	98	±2	0	6	93	±4	7.0	±4.0	
Officers	98	±2	2	8	90	±5	10.0	±5.0	

Note. Percent responding are Reserve component members who answered the question.















































NR: Not reportable

64. During the past 12 months, did any of the following happen to you?**g. You did not get to go to short (1- to 3-day) courses that would provide you with needed skills for your military job.**

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	1	8	90	±1	10.0	±1.0	
Enlisted	98	±1	1	9	90	±2	10.0	±2.0	
E1 – E4	98	±1	1	9	89	±3	11.0	±3.0	
E5 – E9	98	±1	2	8	90	±2	10.0	±2.0	
Officers	98	±1	1	6	93	±2	7.0	±2.0	
O1 – O3	99	±1	2	7	92	±4	8.0	±4.0	
O4 – O6	97	±2	1	5	94	±2	6.0	±2.0	
Male	98	±1	1	8	90	±2	10.0	±2.0	
Female	98	±1	1	9	89	±3	11.0	±3.0	
White	98	±1	1	8	91	±2	9.0	±2.0	
Total Minority	97	±1	2	10	88	±2	12.0	±2.0	
Black	96	±1	3	9	87	±2	13.0	±2.0	
Hispanic	97	±2	2	11	87	±3	13.0	±3.0	
AIAN	97	±4	1	8	91	±6	9.0	±6.0	
Asian	98	±1	2	10	89	±3	11.0	±3.0	
NHPI	97	±3	1	11	88	±7	12.0	±7.0	
Two or More Races	98	±2	2	9	90	±5	10.0	±5.0	
AGR/FTS/AR	98	±1	2	8	90	±2	10.0	±2.0	
Other Selected Reserve	98	±1	1	8	90	±2	10.0	±2.0	
Reserve Unit	98	±1	1	9	90	±2	10.0	±2.0	
Military Technician	98	±1	1	7	92	±3	8.0	±3.0	
IMA	98	±1	1	6	93	±2	7.0	±2.0	
Not Activated Past 12 Months	98	±1	1	7	91	±1	9.0	±1.0	
Activated Past 12 Months	98	±1	1	12	87	±3	13.0	±3.0	
Not Deployed Past 12 Months	98	±1	1	8	91	±1	9.0	±1.0	
Deployed Past 12 Months	98	±1	1	13	86	±5	14.0	±5.0	
ARNG	98	±1	1	9	90	±2	10.0	±2.0	
White	98	±2	1	8	91	±3	9.0	±3.0	
Total Minority	98	±1	2	11	87	±3	13.0	±3.0	
Black	97	±2	3	10	87	±4	13.0	±4.0	
Hispanic	97	±2	2	12	86	±7	14.0	±7.0	
Other Race/Ethnicity	98	±2	2	11	87	±6	13.0	±6.0	
Enlisted	98	±1	1	10	89	±3	11.0	±3.0	
E1 – E4	98	±2	1	10	89	±5	11.0	±5.0	
E5 – E9	98	±1	2	9	89	±3	11.0	±3.0	
Officers	97	±2	1	6	93	±4	7.0	±4.0	
USAR	98	±1	2	9	89	±3	11.0	±3.0	
White	99	±2	1	9	90	±4	10.0	±4.0	
Total Minority	96	±2	3	10	87	±2	13.0	±2.0	
Black	96	±2	4	10	86	±4	14.0	±4.0	
Hispanic	96	±4	3	11	85	±4	15.0	±4.0	
Other Race/Ethnicity	98	±2	1	9	91	±4	9.0	±4.0	
Enlisted	97	±2	2	10	88	±3	12.0	±3.0	
E1 – E4	97	±2	2	10	89	±5	11.0	±5.0	
E5 – E9	98	±2	2	10	88	±3	12.0	±3.0	
Officers	98	±2	2	8	90	±4	10.0	±4.0	

Note. Percent responding are Reserve component members who answered the question.

64g. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
USNR	98	±1	1	9	90	±3	10.0	±3.0	
White	98	±2	1	8	91	±4	9.0	±4.0	
Total Minority	97	±2	2	10	88	±2	12.0	±2.0	
Black	94	±3	2	10	88	±4	12.0	±4.0	
Hispanic	98	±2	2	10	89	±4	11.0	±4.0	
Other Race/Ethnicity	97	±2	2	11	88	±4	12.0	±4.0	
Enlisted	97	±2	2	10	89	±3	11.0	±3.0	
E1 – E4	96	±3	1	17	82	±8	18.0	±8.0	
E5 – E9	98	±2	2	7	91	±3	9.0	±3.0	
Officers	99	±2	1	4	95	±4	5.0	±4.0	
USMCR	97	±2	1	10	89	±4	11.0	±4.0	
White	99	±2	1	8	91	±5	9.0	±5.0	
Total Minority	95	±4	2	13	85	±6	15.0	±6.0	
Black	97	±3	2	11	87	±7	13.0	±7.0	
Hispanic	94	±6	2	13	86	±9	14.0	±9.0	
Other Race/Ethnicity	97	±3	1	15	83	±16	17.0	±15.0	
Enlisted	97	±2	1	10	89	±4	11.0	±4.0	
E1 – E4	97	±3	1	10	90	±6	10.0	±6.0	
E5 – E9	98	±2	2	12	86	±6	14.0	±6.0	
Officers	98	±2	1	3	96	±3	4.0	±3.0	
ANG	98	±1	1	6	94	±2	6.0	±2.0	
White	98	±1	1	5	94	±2	6.0	±2.0	
Total Minority	98	±1	2	7	92	±2	8.0	±2.0	
Black	96	±2	2	6	91	±3	9.0	±3.0	
Hispanic	98	±1	1	8	91	±4	9.0	±4.0	
Other Race/Ethnicity	99	±1	2	6	92	±3	8.0	±3.0	
Enlisted	98	±1	1	6	94	±2	6.0	±2.0	
E1 – E4	98	±2	1	4	95	±4	5.0	±4.0	
E5 – E9	98	±1	1	6	93	±2	7.0	±2.0	
Officers	99	±1	1	5	94	±4	6.0	±4.0	
USAFR	97	±1	1	6	93	±2	7.0	±2.0	
White	98	±2	1	6	93	±3	7.0	±3.0	
Total Minority	96	±2	2	6	92	±2	8.0	±2.0	
Black	95	±3	2	8	90	±3	10.0	±3.0	
Hispanic	98	±2	1	5	95	±2	5.0	±2.0	
Other Race/Ethnicity	97	±2	3	4	93	±7	7.0	±5.0	
Enlisted	97	±1	1	6	92	±2	8.0	±2.0	
E1 – E4	96	±2	2	5	94	±4	6.0	±4.0	
E5 – E9	98	±2	1	7	92	±3	8.0	±3.0	
Officers	98	±2	1	5	94	±4	6.0	±4.0	
USCGR	98	±2	1	8	91	±3	9.0	±3.0	
White	99	±2	1	6	93	±3	7.0	±3.0	
Total Minority	98	±3	1	13	86	±5	14.0	±5.0	
Black	100	±0	NR	8	92	±11	8.0	±11.0	
Hispanic	96	±5	2	15	83	±8	17.0	±8.0	
Other Race/Ethnicity	100	±0	0	13	87	±12	13.0	±12.0	
Enlisted	98	±2	1	8	91	±3	9.0	±3.0	
E1 – E4	98	±3	1	12	87	±7	13.0	±7.0	
E5 – E9	98	±2	0	6	94	±4	6.0	±4.0	
Officers	98	±2	2	7	91	±5	9.0	±5.0	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

64. During the past 12 months, did any of the following happen to you?**h. You received lower grades than you deserved in your military training.**

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	1	3	96	±1	4.0	±1.0	
Enlisted	98	±1	1	3	96	±1	4.0	±1.0	
E1 – E4	98	±1	1	3	96	±2	4.0	±2.0	
E5 – E9	98	±1	1	3	96	±1	4.0	±1.0	
Officers	98	±1	1	1	97	±2	3.0	±2.0	
O1 – O3	99	±1	1	2	97	±3	3.0	±3.0	
O4 – O6	98	±2	1	1	98	±2	2.0	±2.0	
Male	98	±1	1	3	96	±1	4.0	±1.0	
Female	97	±1	1	2	97	±2	3.0	±2.0	
White	98	±1	1	2	97	±1	3.0	±1.0	
Total Minority	97	±1	2	4	95	±1	5.0	±1.0	
Black	96	±1	2	4	95	±2	5.0	±2.0	
Hispanic	97	±1	2	4	95	±2	5.0	±2.0	
AIAN	97	±4	2	2	96	±4	4.0	±4.0	
Asian	98	±1	1	5	94	±3	6.0	±3.0	
NHPI	96	±3	1	3	96	±4	4.0	±4.0	
Two or More Races	96	±5	1	3	96	±4	4.0	±4.0	
AGR/FTS/AR	98	±1	1	2	97	±2	3.0	±2.0	
Other Selected Reserve	98	±1	1	3	96	±1	4.0	±1.0	
Reserve Unit	98	±1	1	3	96	±1	4.0	±1.0	
Military Technician	98	±2	1	2	97	±2	3.0	±2.0	
IMA	98	±1	1	1	98	±1	2.0	±1.0	
Not Activated Past 12 Months	98	±1	1	2	96	±1	4.0	±1.0	
Activated Past 12 Months	98	±1	1	4	96	±2	4.0	±2.0	
Not Deployed Past 12 Months	98	±1	1	3	96	±1	4.0	±1.0	
Deployed Past 12 Months	98	±1	1	3	96	±3	4.0	±3.0	
ARNG	98	±1	1	3	96	±2	4.0	±2.0	
White	98	±2	1	3	97	±2	3.0	±2.0	
Total Minority	97	±2	2	4	94	±2	6.0	±2.0	
Black	97	±2	2	5	93	±3	7.0	±3.0	
Hispanic	98	±2	2	4	95	±3	5.0	±3.0	
Other Race/Ethnicity	95	±6	1	4	95	±4	5.0	±4.0	
Enlisted	98	±1	1	3	96	±2	4.0	±2.0	
E1 – E4	98	±2	1	3	96	±3	4.0	±3.0	
E5 – E9	98	±1	1	3	95	±2	5.0	±2.0	
Officers	98	±2	1	2	97	±3	3.0	±3.0	
USAR	98	±1	1	2	96	±2	4.0	±2.0	
White	99	±2	1	2	97	±3	3.0	±3.0	
Total Minority	96	±2	2	3	95	±2	5.0	±2.0	
Black	95	±2	2	3	95	±3	5.0	±3.0	
Hispanic	97	±2	2	4	94	±3	6.0	±3.0	
Other Race/Ethnicity	98	±2	1	3	96	±3	4.0	±3.0	
Enlisted	98	±1	1	3	96	±2	4.0	±2.0	
E1 – E4	98	±2	1	2	97	±3	3.0	±3.0	
E5 – E9	98	±1	1	3	96	±3	4.0	±3.0	
Officers	97	±2	2	1	97	±3	3.0	±3.0	

Note. Percent responding are Reserve component members who answered the question.

64h. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
USNR	98	±1	2	4	94	±2	6.0	±2.0	
White	98	±2	1	4	95	±3	5.0	±3.0	
Total Minority	97	±1	2	5	93	±2	7.0	±2.0	
Black	95	±3	2	5	93	±3	7.0	±3.0	
Hispanic	98	±2	2	4	94	±3	6.0	±3.0	
Other Race/Ethnicity	98	±2	2	5	93	±3	7.0	±3.0	
Enlisted	97	±2	2	5	93	±3	7.0	±3.0	
E1 – E4	97	±3	1	8	90	±7	10.0	±7.0	
E5 – E9	98	±2	2	4	94	±3	6.0	±3.0	
Officers	98	±2	1	1	98	±3	2.0	±3.0	
USMCR	98	±2	1	6	93	±4	7.0	±4.0	
White	99	±2	1	4	95	±5	5.0	±5.0	
Total Minority	97	±3	2	9	89	±6	11.0	±6.0	
Black	98	±2	2	7	91	±6	9.0	±6.0	
Hispanic	96	±5	2	9	89	±9	11.0	±8.0	
Other Race/Ethnicity	98	±3	1	14	85	±16	15.0	±16.0	
Enlisted	98	±2	1	6	92	±4	8.0	±4.0	
E1 – E4	98	±2	1	8	91	±5	9.0	±5.0	
E5 – E9	98	±2	3	3	94	±6	6.0	±5.0	
Officers	98	±2	1	1	98	±2	2.0	±2.0	
ANG	98	±1	0	1	99	±1	1.0	±1.0	
White	98	±1	0	1	99	±1	1.0	±1.0	
Total Minority	97	±1	1	1	98	±1	2.0	±1.0	
Black	96	±2	1	1	98	±2	2.0	±2.0	
Hispanic	97	±2	0	2	98	±3	2.0	±3.0	
Other Race/Ethnicity	99	±1	1	1	98	±2	2.0	±2.0	
Enlisted	98	±1	0	1	99	±1	1.0	±1.0	
E1 – E4	97	±2	1	1	98	±3	2.0	±3.0	
E5 – E9	98	±1	0	1	99	±1	1.0	±1.0	
Officers	100	±1	0	1	99	±3	1.0	±3.0	
USAFR	97	±1	2	1	97	±2	3.0	±2.0	
White	98	±2	2	1	98	±2	2.0	±2.0	
Total Minority	96	±2	1	2	97	±2	3.0	±2.0	
Black	95	±2	1	1	97	±2	3.0	±2.0	
Hispanic	96	±4	1	2	97	±3	3.0	±3.0	
Other Race/Ethnicity	97	±2	3	3	94	±8	6.0	±6.0	
Enlisted	97	±2	2	1	97	±2	3.0	±2.0	
E1 – E4	96	±2	2	1	97	±4	3.0	±4.0	
E5 – E9	97	±2	1	1	97	±2	3.0	±2.0	
Officers	99	±2	1	0	99	±4	1.0	±4.0	
USCGR	98	±2	1	2	97	±2	3.0	±2.0	
White	98	±2	1	2	97	±3	3.0	±3.0	
Total Minority	97	±3	1	4	95	±4	5.0	±4.0	
Black	100	±0	NR	2	98	±10	2.0	±10.0	
Hispanic	96	±5	2	5	93	±7	7.0	±7.0	
Other Race/Ethnicity	97	±3	0	4	96	±8	4.0	±8.0	
Enlisted	98	±2	1	3	97	±3	3.0	±3.0	
E1 – E4	98	±3	1	4	95	±5	5.0	±5.0	
E5 – E9	98	±2	0	2	97	±3	3.0	±3.0	
Officers	98	±2	2	0	98	±4	2.0	±4.0	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

64. During the past 12 months, did any of the following happen to you?**i. You did not get a military job assignment that you wanted because of scores that you got on tests.**

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	1	3	96	±1	4.0	±1.0	
Enlisted	98	±1	1	3	96	±1	4.0	±1.0	
E1 – E4	98	±1	1	4	95	±2	5.0	±2.0	
E5 – E9	98	±1	1	3	96	±1	4.0	±1.0	
Officers	98	±1	1	1	98	±2	2.0	±2.0	
O1 – O3	98	±1	1	2	97	±3	3.0	±3.0	
O4 – O6	97	±2	1	1	98	±2	2.0	±2.0	
Male	98	±1	1	3	96	±1	4.0	±1.0	
Female	98	±1	1	2	97	±1	3.0	±1.0	
White	98	±1	1	2	97	±1	3.0	±1.0	
Total Minority	97	±1	2	4	94	±1	6.0	±1.0	
Black	96	±1	2	5	93	±2	7.0	±2.0	
Hispanic	97	±1	2	4	94	±2	6.0	±2.0	
AIAN	92	±8	1	1	98	±2	2.0	±2.0	
Asian	98	±1	1	5	93	±3	7.0	±3.0	
NHPI	97	±3	1	5	94	±5	6.0	±5.0	
Two or More Races	98	±1	1	3	96	±4	4.0	±4.0	
AGR/FTS/AR	98	±1	1	2	97	±2	3.0	±2.0	
Other Selected Reserve	98	±1	1	3	96	±1	4.0	±1.0	
Reserve Unit	98	±1	1	3	96	±1	4.0	±1.0	
Military Technician	98	±1	1	2	97	±1	3.0	±1.0	
IMA	98	±1	0	1	98	±2	2.0	±2.0	
Not Activated Past 12 Months	98	±1	1	3	96	±1	4.0	±1.0	
Activated Past 12 Months	98	±1	1	3	96	±2	4.0	±2.0	
Not Deployed Past 12 Months	98	±1	1	3	96	±1	4.0	±1.0	
Deployed Past 12 Months	98	±1	1	3	96	±3	4.0	±3.0	
ARNG	98	±1	1	3	96	±2	4.0	±2.0	
White	98	±2	1	2	97	±2	3.0	±2.0	
Total Minority	97	±1	2	5	93	±2	7.0	±2.0	
Black	97	±2	2	6	92	±4	8.0	±4.0	
Hispanic	97	±2	2	4	94	±3	6.0	±3.0	
Other Race/Ethnicity	97	±3	1	5	94	±4	6.0	±4.0	
Enlisted	98	±1	1	3	96	±2	4.0	±2.0	
E1 – E4	98	±2	1	4	95	±3	5.0	±3.0	
E5 – E9	98	±1	1	2	96	±2	4.0	±2.0	
Officers	97	±2	1	2	97	±3	3.0	±3.0	
USAR	98	±1	1	3	96	±2	4.0	±2.0	
White	99	±1	1	2	97	±3	3.0	±3.0	
Total Minority	96	±2	2	4	94	±2	6.0	±2.0	
Black	95	±2	2	5	93	±3	7.0	±3.0	
Hispanic	97	±2	3	4	93	±3	7.0	±3.0	
Other Race/Ethnicity	97	±2	0	3	96	±3	4.0	±3.0	
Enlisted	98	±1	1	3	95	±2	5.0	±2.0	
E1 – E4	98	±2	1	3	96	±3	4.0	±3.0	
E5 – E9	98	±1	1	3	95	±2	5.0	±2.0	
Officers	98	±2	2	1	97	±3	3.0	±3.0	

Note. Percent responding are Reserve component members who answered the question.

64i. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
USNR	97	±1	1	4	95	±2	5.0	±2.0	
White	98	±2	1	3	95	±3	5.0	±3.0	
Total Minority	96	±2	1	5	94	±2	6.0	±2.0	
Black	94	±3	1	5	94	±3	6.0	±3.0	
Hispanic	98	±2	1	5	94	±3	6.0	±3.0	
Other Race/Ethnicity	97	±2	1	5	94	±3	6.0	±3.0	
Enlisted	97	±2	1	5	93	±3	7.0	±3.0	
E1 – E4	96	±3	1	9	90	±6	10.0	±6.0	
E5 – E9	98	±2	1	4	95	±3	5.0	±3.0	
Officers	98	±2	1	0	99	±2	1.0	±2.0	
USMCR	97	±2	1	4	95	±3	5.0	±3.0	
White	98	±2	1	2	97	±4	3.0	±4.0	
Total Minority	97	±3	2	7	91	±5	9.0	±5.0	
Black	97	±2	2	6	92	±6	8.0	±6.0	
Hispanic	96	±5	2	6	92	±7	8.0	±7.0	
Other Race/Ethnicity	97	±3	1	11	88	±18	12.0	±17.0	
Enlisted	97	±2	1	4	95	±3	5.0	±3.0	
E1 – E4	97	±3	1	5	95	±4	5.0	±4.0	
E5 – E9	98	±2	2	3	95	±6	5.0	±5.0	
Officers	98	±2	1	1	99	±2	1.0	±2.0	
ANG	98	±1	0	1	98	±1	2.0	±1.0	
White	98	±1	0	1	98	±1	2.0	±1.0	
Total Minority	97	±1	1	2	97	±1	3.0	±1.0	
Black	96	±2	1	2	97	±2	3.0	±2.0	
Hispanic	98	±1	1	1	98	±2	2.0	±2.0	
Other Race/Ethnicity	98	±2	1	2	97	±2	3.0	±2.0	
Enlisted	97	±1	0	2	98	±1	2.0	±1.0	
E1 – E4	97	±2	1	2	97	±3	3.0	±3.0	
E5 – E9	98	±1	0	2	98	±1	2.0	±1.0	
Officers	99	±2	0	1	99	±2	1.0	±2.0	
USAFR	97	±1	1	2	97	±2	3.0	±2.0	
White	98	±2	1	1	98	±2	2.0	±2.0	
Total Minority	96	±2	1	3	96	±2	4.0	±2.0	
Black	95	±2	1	3	96	±3	4.0	±3.0	
Hispanic	98	±2	1	4	95	±5	5.0	±5.0	
Other Race/Ethnicity	97	±2	2	1	96	±8	4.0	±6.0	
Enlisted	97	±1	1	2	97	±2	3.0	±2.0	
E1 – E4	96	±2	2	4	95	±4	5.0	±4.0	
E5 – E9	97	±2	1	1	98	±2	2.0	±2.0	
Officers	98	±2	1	1	98	±4	2.0	±4.0	
USCGR	98	±2	1	2	97	±2	3.0	±2.0	
White	99	±2	1	1	98	±2	2.0	±2.0	
Total Minority	97	±3	1	4	95	±4	5.0	±4.0	
Black	100	±0	NR	2	98	±10	2.0	±10.0	
Hispanic	95	±5	2	6	93	±8	7.0	±7.0	
Other Race/Ethnicity	100	±1	0	3	97	±8	3.0	±8.0	
Enlisted	98	±2	1	2	97	±2	3.0	±2.0	
E1 – E4	98	±3	1	4	95	±5	5.0	±5.0	
E5 – E9	99	±2	0	1	99	±2	1.0	±2.0	
Officers	96	±3	2	1	97	±4	3.0	±4.0	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

64. During the past 12 months, did any of the following happen to you?**j. Your current military assignment is not good for your career if you continue in the military.**

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	2	9	89	±1	11.0	±1.0	■
Enlisted	98	±1	2	10	89	±2	11.0	±2.0	■
E1 – E4	98	±1	1	10	89	±3	11.0	±3.0	■
E5 – E9	98	±1	2	10	88	±2	12.0	±2.0	■
Officers	98	±1	2	7	91	±2	9.0	±2.0	■
O1 – O3	98	±2	2	9	89	±4	11.0	±4.0	■
O4 – O6	97	±2	2	6	93	±2	7.0	±2.0	■
Male	98	±1	2	10	89	±2	11.0	±2.0	■
Female	98	±1	1	9	89	±3	11.0	±3.0	■
White	98	±1	1	9	90	±2	10.0	±2.0	■
Total Minority	97	±1	3	11	86	±2	14.0	±2.0	■
Black	96	±1	3	12	85	±3	15.0	±3.0	■
Hispanic	97	±1	2	11	87	±3	13.0	±3.0	■
AIAN	97	±4	2	15	83	±19	17.0	±18.0	■
Asian	98	±1	2	11	87	±3	13.0	±3.0	■
NHPI	96	±4	1	8	91	±7	9.0	±7.0	■
Two or More Races	98	±2	2	11	87	±9	13.0	±9.0	■
AGR/FTS/AR	98	±1	2	10	88	±3	12.0	±3.0	■
Other Selected Reserve	98	±1	2	9	89	±2	11.0	±2.0	■
Reserve Unit	98	±1	2	9	89	±2	11.0	±2.0	■
Military Technician	98	±1	2	8	90	±3	10.0	±3.0	■
IMA	98	±1	1	9	91	±2	9.0	±2.0	■
Not Activated Past 12 Months	97	±1	2	9	89	±2	11.0	±2.0	■
Activated Past 12 Months	98	±1	1	10	89	±2	11.0	±2.0	■
Not Deployed Past 12 Months	98	±1	2	9	89	±2	11.0	±2.0	■
Deployed Past 12 Months	98	±1	1	11	88	±3	12.0	±3.0	■
ARNG	98	±1	2	10	89	±2	11.0	±2.0	■
White	98	±2	1	9	90	±3	10.0	±3.0	■
Total Minority	97	±1	2	13	85	±4	15.0	±4.0	■
Black	97	±2	3	12	85	±5	15.0	±5.0	■
Hispanic	97	±2	2	12	86	±6	14.0	±6.0	■
Other Race/Ethnicity	98	±2	2	15	83	±10	17.0	±10.0	■
Enlisted	98	±1	2	10	88	±3	12.0	±3.0	■
E1 – E4	98	±2	1	10	89	±4	11.0	±4.0	■
E5 – E9	98	±1	2	11	87	±3	13.0	±3.0	■
Officers	98	±2	2	7	91	±4	9.0	±4.0	■
USAR	97	±1	2	11	87	±3	13.0	±3.0	■
White	98	±2	1	10	88	±4	12.0	±4.0	■
Total Minority	96	±2	3	12	85	±3	15.0	±3.0	■
Black	95	±2	4	13	83	±4	17.0	±4.0	■
Hispanic	96	±2	3	11	86	±4	14.0	±4.0	■
Other Race/Ethnicity	97	±2	1	12	87	±8	13.0	±7.0	■
Enlisted	97	±1	2	12	87	±3	13.0	±3.0	■
E1 – E4	97	±2	2	10	88	±5	12.0	±5.0	■
E5 – E9	97	±2	2	13	85	±3	15.0	±3.0	■
Officers	96	±3	3	9	88	±5	12.0	±5.0	■

Note. Percent responding are Reserve component members who answered the question.

64j. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
USNR	97	±2	2	10	89	±3	11.0	±3.0	
White	97	±2	2	8	91	±4	9.0	±4.0	
Total Minority	97	±2	2	12	85	±3	15.0	±3.0	
Black	94	±3	2	12	86	±4	14.0	±4.0	
Hispanic	98	±2	1	14	85	±6	15.0	±6.0	
Other Race/Ethnicity	98	±2	4	10	86	±5	14.0	±5.0	
Enlisted	97	±2	2	11	87	±3	13.0	±3.0	
E1 – E4	96	±3	2	16	82	±7	18.0	±7.0	
E5 – E9	97	±2	2	10	88	±4	12.0	±4.0	
Officers	98	±2	1	4	95	±3	5.0	±3.0	
USMCR	98	±2	1	12	87	±4	13.0	±4.0	
White	98	±2	1	13	87	±6	13.0	±6.0	
Total Minority	97	±3	2	10	88	±5	12.0	±5.0	
Black	97	±3	3	9	88	±6	12.0	±6.0	
Hispanic	96	±5	2	11	87	±8	13.0	±8.0	
Other Race/Ethnicity	97	±3	1	9	90	±6	10.0	±6.0	
Enlisted	98	±2	1	13	86	±5	14.0	±5.0	
E1 – E4	98	±2	1	13	86	±6	14.0	±6.0	
E5 – E9	97	±2	2	11	87	±6	13.0	±6.0	
Officers	98	±2	1	4	95	±3	5.0	±3.0	
ANG	98	±1	1	5	94	±2	6.0	±2.0	
White	98	±1	0	5	94	±2	6.0	±2.0	
Total Minority	97	±2	2	5	93	±2	7.0	±2.0	
Black	96	±2	3	7	90	±3	10.0	±3.0	
Hispanic	98	±1	0	5	95	±2	5.0	±2.0	
Other Race/Ethnicity	97	±3	2	4	94	±3	6.0	±3.0	
Enlisted	98	±1	1	5	94	±2	6.0	±2.0	
E1 – E4	98	±2	1	3	96	±3	4.0	±3.0	
E5 – E9	98	±1	1	6	93	±2	7.0	±2.0	
Officers	98	±2	0	6	94	±4	6.0	±4.0	
USAFR	97	±1	2	8	90	±2	10.0	±2.0	
White	98	±2	1	8	91	±3	9.0	±3.0	
Total Minority	96	±2	3	8	89	±3	11.0	±3.0	
Black	95	±2	3	9	88	±4	12.0	±4.0	
Hispanic	97	±2	2	9	88	±6	12.0	±6.0	
Other Race/Ethnicity	96	±3	3	5	92	±7	8.0	±5.0	
Enlisted	97	±2	2	9	89	±3	11.0	±3.0	
E1 – E4	96	±3	1	7	92	±4	8.0	±4.0	
E5 – E9	97	±2	2	9	89	±3	11.0	±3.0	
Officers	99	±2	1	6	92	±4	8.0	±4.0	
USCGR	98	±2	1	6	93	±3	7.0	±3.0	
White	98	±2	1	6	94	±3	6.0	±3.0	
Total Minority	97	±3	1	8	91	±5	9.0	±5.0	
Black	100	±0	2	7	91	±11	9.0	±11.0	
Hispanic	95	±5	2	5	93	±5	7.0	±5.0	
Other Race/Ethnicity	98	±3	0	13	87	±12	13.0	±12.0	
Enlisted	98	±2	1	6	94	±3	6.0	±3.0	
E1 – E4	97	±3	1	8	91	±6	9.0	±6.0	
E5 – E9	98	±2	0	5	95	±4	5.0	±4.0	
Officers	97	±2	3	8	89	±5	11.0	±5.0	















































Note. Percent responding are Reserve component members who answered the question.

64. During the past 12 months, did any of the following happen to you?**k. You did not receive day-to-day, short-term tasks that would help you prepare for military advancement.**

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	1	9	89	±2	11.0	±2.0	
Enlisted	97	±1	1	10	88	±2	12.0	±2.0	
E1 – E4	96	±2	1	11	87	±3	13.0	±3.0	
E5 – E9	97	±1	2	9	89	±2	11.0	±2.0	
Officers	97	±1	2	6	93	±2	7.0	±2.0	
O1 – O3	97	±2	2	7	91	±4	9.0	±4.0	
O4 – O6	96	±2	1	5	94	±2	6.0	±2.0	
Male	97	±1	1	9	89	±2	11.0	±2.0	
Female	97	±1	2	10	88	±3	12.0	±3.0	
White	97	±1	1	9	90	±2	10.0	±2.0	
Total Minority	96	±1	2	10	87	±2	13.0	±2.0	
Black	95	±1	3	10	87	±2	13.0	±2.0	
Hispanic	97	±1	2	9	88	±2	12.0	±2.0	
AIAN	96	±5	1	17	82	±18	18.0	±17.0	
Asian	97	±1	1	10	89	±3	11.0	±3.0	
NHPI	96	±3	1	8	91	±6	9.0	±6.0	
Two or More Races	97	±2	2	14	84	±9	16.0	±8.0	
AGR/FTS/AR	97	±2	2	8	90	±3	10.0	±3.0	
Other Selected Reserve	97	±1	1	10	89	±2	11.0	±2.0	
Reserve Unit	97	±1	1	10	89	±2	11.0	±2.0	
Military Technician	97	±2	2	8	90	±3	10.0	±3.0	
IMA	97	±1	1	8	92	±2	8.0	±2.0	
Not Activated Past 12 Months	96	±1	2	9	89	±2	11.0	±2.0	
Activated Past 12 Months	97	±1	1	11	88	±3	12.0	±3.0	
Not Deployed Past 12 Months	97	±1	2	9	89	±2	11.0	±2.0	
Deployed Past 12 Months	97	±2	1	10	89	±3	11.0	±3.0	
ARNG	97	±2	1	10	88	±3	12.0	±3.0	
White	97	±2	1	10	89	±3	11.0	±3.0	
Total Minority	97	±1	2	11	87	±3	13.0	±3.0	
Black	97	±2	3	10	87	±4	13.0	±4.0	
Hispanic	97	±2	2	9	89	±5	11.0	±5.0	
Other Race/Ethnicity	98	±2	1	14	85	±8	15.0	±8.0	
Enlisted	97	±2	1	11	88	±3	12.0	±3.0	
E1 – E4	97	±2	1	12	87	±5	13.0	±5.0	
E5 – E9	97	±2	2	11	88	±3	12.0	±3.0	
Officers	97	±2	2	5	93	±4	7.0	±4.0	
USAR	96	±2	2	11	87	±3	13.0	±3.0	
White	97	±2	1	11	88	±4	12.0	±4.0	
Total Minority	95	±2	3	12	85	±3	15.0	±3.0	
Black	94	±2	4	12	84	±4	16.0	±4.0	
Hispanic	96	±2	4	11	85	±4	15.0	±4.0	
Other Race/Ethnicity	96	±3	1	14	85	±9	15.0	±9.0	
Enlisted	96	±2	2	12	86	±3	14.0	±3.0	
E1 – E4	95	±3	2	12	86	±5	14.0	±5.0	
E5 – E9	97	±2	2	11	87	±3	13.0	±3.0	
Officers	97	±2	2	9	89	±5	11.0	±5.0	

Note. Percent responding are Reserve component members who answered the question.

64k. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
USNR	97	±2	1	8	90	±3	10.0	±3.0	
White	97	±2	1	7	92	±4	8.0	±4.0	
Total Minority	95	±2	2	11	87	±3	13.0	±3.0	
Black	93	±3	1	12	87	±4	13.0	±4.0	
Hispanic	97	±2	2	10	88	±4	12.0	±4.0	
Other Race/Ethnicity	96	±2	2	12	86	±6	14.0	±6.0	
Enlisted	96	±2	1	10	88	±3	12.0	±3.0	
E1 – E4	95	±4	1	18	80	±8	20.0	±8.0	
E5 – E9	97	±2	1	8	91	±3	9.0	±3.0	
Officers	98	±2	1	2	97	±3	3.0	±3.0	
USMCR	97	±2	1	10	89	±4	11.0	±4.0	
White	97	±3	1	9	90	±6	10.0	±6.0	
Total Minority	96	±3	2	11	88	±5	12.0	±5.0	
Black	96	±3	2	12	86	±7	14.0	±7.0	
Hispanic	96	±5	2	8	90	±7	10.0	±6.0	
Other Race/Ethnicity	96	±3	1	16	83	±15	17.0	±15.0	
Enlisted	97	±2	1	10	88	±4	12.0	±4.0	
E1 – E4	96	±3	1	12	87	±6	13.0	±6.0	
E5 – E9	97	±2	3	7	90	±6	10.0	±5.0	
Officers	97	±2	1	3	96	±3	4.0	±3.0	
ANG	97	±1	1	6	93	±2	7.0	±2.0	
White	97	±2	0	6	94	±2	6.0	±2.0	
Total Minority	97	±1	2	5	93	±2	7.0	±2.0	
Black	96	±2	3	4	93	±3	7.0	±3.0	
Hispanic	98	±2	1	7	92	±4	8.0	±4.0	
Other Race/Ethnicity	97	±2	2	5	93	±3	7.0	±3.0	
Enlisted	97	±1	1	6	93	±2	7.0	±2.0	
E1 – E4	98	±2	1	5	94	±4	6.0	±4.0	
E5 – E9	96	±2	0	6	93	±2	7.0	±2.0	
Officers	97	±2	1	6	93	±4	7.0	±4.0	
USAFR	97	±1	2	6	93	±2	7.0	±2.0	
White	97	±2	1	5	94	±3	6.0	±3.0	
Total Minority	95	±2	2	7	90	±3	10.0	±3.0	
Black	94	±3	2	7	91	±3	9.0	±3.0	
Hispanic	97	±2	2	8	90	±6	10.0	±6.0	
Other Race/Ethnicity	96	±2	2	7	91	±8	9.0	±6.0	
Enlisted	97	±1	2	7	92	±2	8.0	±2.0	
E1 – E4	96	±3	2	5	93	±4	7.0	±4.0	
E5 – E9	97	±2	1	7	91	±3	9.0	±3.0	
Officers	97	±3	2	3	95	±4	5.0	±3.0	
USCGR	98	±2	1	10	89	±3	11.0	±3.0	
White	99	±2	1	10	89	±4	11.0	±4.0	
Total Minority	96	±3	2	10	88	±5	12.0	±5.0	
Black	98	±4	4	5	91	±11	9.0	±11.0	
Hispanic	94	±5	2	11	87	±7	13.0	±7.0	
Other Race/Ethnicity	99	±3	1	11	88	±11	12.0	±11.0	
Enlisted	98	±2	1	11	89	±4	11.0	±4.0	
E1 – E4	97	±3	1	11	88	±7	12.0	±7.0	
E5 – E9	98	±2	1	10	89	±5	11.0	±5.0	
Officers	98	±2	3	8	90	±5	10.0	±5.0	















































Note. Percent responding are Reserve component members who answered the question.

64. During the past 12 months, did any of the following happen to you?**I. You did not have a professional relationship with someone who advised (mentored) you on military career development or advancement.**



















































1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	1	13	86	±2	14.0	±2.0	
Enlisted	98	±1	1	13	86	±2	14.0	±2.0	
E1 – E4	97	±2	1	12	87	±3	13.0	±3.0	
E5 – E9	98	±1	2	13	85	±2	15.0	±2.0	
Officers	98	±1	2	14	84	±3	16.0	±3.0	
O1 – O3	99	±1	2	16	82	±5	18.0	±5.0	
O4 – O6	98	±2	2	13	86	±3	14.0	±3.0	
Male	98	±1	1	13	86	±2	14.0	±2.0	
Female	97	±2	2	13	85	±3	15.0	±3.0	
White	98	±1	1	13	86	±2	14.0	±2.0	
Total Minority	97	±1	3	13	84	±2	16.0	±2.0	
Black	97	±1	4	14	82	±3	18.0	±3.0	
Hispanic	97	±1	2	12	86	±2	14.0	±2.0	
AIAN	97	±4	1	10	89	±6	11.0	±6.0	
Asian	98	±1	2	13	85	±3	15.0	±3.0	
NHPI	97	±3	1	13	86	±8	14.0	±8.0	
Two or More Races	99	±1	2	13	85	±7	15.0	±7.0	
AGR/FTS/AR	98	±1	2	12	86	±3	14.0	±3.0	
Other Selected Reserve	98	±1	1	13	86	±2	14.0	±2.0	
Reserve Unit	98	±1	1	13	86	±2	14.0	±2.0	
Military Technician	98	±1	2	12	86	±3	14.0	±3.0	
IMA	98	±1	1	14	85	±2	15.0	±2.0	
Not Activated Past 12 Months	98	±1	1	12	87	±2	13.0	±2.0	
Activated Past 12 Months	98	±1	2	16	82	±3	18.0	±3.0	
Not Deployed Past 12 Months	98	±1	1	12	86	±2	14.0	±2.0	
Deployed Past 12 Months	98	±2	2	17	82	±4	18.0	±4.0	
ARNG	98	±1	1	15	84	±3	16.0	±3.0	
White	98	±2	1	15	85	±4	15.0	±4.0	
Total Minority	97	±1	3	14	83	±3	17.0	±3.0	
Black	97	±2	4	15	80	±5	20.0	±5.0	
Hispanic	97	±2	3	12	86	±4	14.0	±4.0	
Other Race/Ethnicity	99	±1	2	18	80	±8	20.0	±8.0	
Enlisted	98	±2	1	14	84	±3	16.0	±3.0	
E1 – E4	97	±2	1	14	85	±5	15.0	±5.0	
E5 – E9	98	±1	2	15	84	±3	16.0	±3.0	
Officers	98	±2	2	15	83	±5	17.0	±5.0	
USAR	98	±1	2	13	85	±3	15.0	±3.0	
White	98	±2	1	13	86	±4	14.0	±4.0	
Total Minority	97	±1	3	13	83	±3	17.0	±3.0	
Black	97	±2	4	15	81	±4	19.0	±4.0	
Hispanic	97	±2	3	13	84	±4	16.0	±4.0	
Other Race/Ethnicity	98	±2	2	11	87	±5	13.0	±5.0	
Enlisted	98	±1	2	13	86	±3	14.0	±3.0	
E1 – E4	97	±2	1	9	89	±4	11.0	±4.0	
E5 – E9	98	±1	2	16	81	±4	19.0	±4.0	
Officers	98	±2	2	16	81	±6	19.0	±6.0	

Note. Percent responding are Reserve component members who answered the question.

64I. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
USNR	98	±1	1	13	86	±3	14.0	±3.0	
White	98	±2	1	12	87	±4	13.0	±4.0	
Total Minority	97	±1	2	13	85	±3	15.0	±3.0	
Black	96	±2	3	14	83	±4	17.0	±4.0	
Hispanic	98	±2	1	13	86	±5	14.0	±5.0	
Other Race/Ethnicity	98	±2	2	13	85	±5	15.0	±5.0	
Enlisted	98	±2	1	13	86	±4	14.0	±4.0	
E1 – E4	97	±3	1	14	85	±7	15.0	±7.0	
E5 – E9	98	±2	1	13	86	±4	14.0	±4.0	
Officers	98	±2	2	11	87	±5	13.0	±5.0	
USMCR	98	±2	2	14	84	±4	16.0	±4.0	
White	99	±2	1	13	86	±6	14.0	±6.0	
Total Minority	97	±3	2	16	81	±6	19.0	±6.0	
Black	97	±3	2	19	79	±12	21.0	±12.0	
Hispanic	96	±5	2	16	81	±10	19.0	±10.0	
Other Race/Ethnicity	98	±3	1	14	85	±7	15.0	±7.0	
Enlisted	98	±2	2	14	84	±5	16.0	±5.0	
E1 – E4	98	±2	1	15	84	±7	16.0	±7.0	
E5 – E9	98	±2	3	12	84	±6	16.0	±6.0	
Officers	98	±2	2	14	85	±4	15.0	±4.0	
ANG	98	±1	1	9	91	±2	9.0	±2.0	
White	98	±1	0	9	90	±2	10.0	±2.0	
Total Minority	98	±1	2	8	91	±2	9.0	±2.0	
Black	96	±2	2	8	90	±3	10.0	±3.0	
Hispanic	99	±1	1	8	91	±4	9.0	±4.0	
Other Race/Ethnicity	98	±1	1	8	91	±4	9.0	±4.0	
Enlisted	98	±1	1	9	91	±2	9.0	±2.0	
E1 – E4	97	±2	1	4	95	±4	5.0	±4.0	
E5 – E9	98	±1	0	10	89	±2	11.0	±2.0	
Officers	99	±1	1	10	89	±5	11.0	±5.0	
USAFR	98	±1	1	10	89	±2	11.0	±2.0	
White	98	±2	1	9	89	±3	11.0	±3.0	
Total Minority	97	±2	2	10	88	±3	12.0	±3.0	
Black	96	±2	2	11	86	±4	14.0	±4.0	
Hispanic	98	±2	1	10	89	±5	11.0	±5.0	
Other Race/Ethnicity	97	±2	3	7	90	±7	10.0	±6.0	
Enlisted	97	±1	1	10	89	±3	11.0	±3.0	
E1 – E4	96	±2	1	6	92	±4	8.0	±4.0	
E5 – E9	98	±2	1	11	88	±3	12.0	±3.0	
Officers	99	±2	2	10	88	±5	12.0	±5.0	
USCGR	98	±2	1	10	88	±3	12.0	±3.0	
White	99	±2	1	11	88	±4	12.0	±4.0	
Total Minority	96	±4	2	8	90	±4	10.0	±4.0	
Black	100	±0	4	5	91	±11	9.0	±11.0	
Hispanic	95	±5	2	9	89	±7	11.0	±7.0	
Other Race/Ethnicity	96	±7	1	10	90	±8	10.0	±8.0	
Enlisted	98	±2	1	10	89	±4	11.0	±4.0	
E1 – E4	98	±3	1	13	85	±7	15.0	±7.0	
E5 – E9	98	±3	1	8	91	±4	9.0	±4.0	
Officers	98	±2	3	14	83	±5	17.0	±5.0	















































Note. Percent responding are Reserve component members who answered the question.

64. During the past 12 months, did any of the following happen to you?**m. You did not learn until it was too late of opportunities that would help your military career.**

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	2	16	82	±2	18.0	±2.0	
Enlisted	98	±1	2	17	81	±2	19.0	±2.0	
E1 – E4	97	±2	1	18	80	±3	20.0	±3.0	
E5 – E9	98	±1	2	16	82	±2	18.0	±2.0	
Officers	98	±1	2	14	84	±3	16.0	±3.0	
O1 – O3	99	±1	2	15	82	±5	18.0	±5.0	
O4 – O6	97	±2	2	12	86	±3	14.0	±3.0	
Male	98	±1	2	16	82	±2	18.0	±2.0	
Female	97	±2	2	18	80	±3	20.0	±3.0	
White	98	±1	1	15	84	±2	16.0	±2.0	
Total Minority	97	±1	3	19	78	±2	22.0	±2.0	
Black	97	±1	5	18	77	±3	23.0	±3.0	
Hispanic	97	±1	3	18	80	±3	20.0	±3.0	
AIAN	95	±6	1	19	80	±17	20.0	±16.0	
Asian	98	±1	2	17	81	±4	19.0	±4.0	
NHPI	97	±3	1	17	82	±8	18.0	±8.0	
Two or More Races	99	±1	2	29	70	±10	30.0	±10.0	
AGR/FTS/AR	98	±1	2	13	85	±3	15.0	±3.0	
Other Selected Reserve	98	±1	2	17	81	±2	19.0	±2.0	
Reserve Unit	98	±1	2	17	81	±2	19.0	±2.0	
Military Technician	98	±1	2	13	85	±3	15.0	±3.0	
IMA	98	±1	1	14	84	±2	16.0	±2.0	
Not Activated Past 12 Months	97	±1	2	16	83	±2	17.0	±2.0	
Activated Past 12 Months	98	±1	2	19	79	±3	21.0	±3.0	
Not Deployed Past 12 Months	98	±1	2	16	82	±2	18.0	±2.0	
Deployed Past 12 Months	98	±2	2	21	78	±5	22.0	±5.0	
ARNG	98	±1	2	18	80	±3	20.0	±3.0	
White	98	±2	1	17	82	±4	18.0	±4.0	
Total Minority	98	±1	4	19	77	±4	23.0	±4.0	
Black	98	±2	7	20	74	±5	26.0	±5.0	
Hispanic	97	±2	3	16	81	±5	19.0	±5.0	
Other Race/Ethnicity	99	±1	2	24	74	±9	26.0	±9.0	
Enlisted	98	±2	2	18	80	±3	20.0	±3.0	
E1 – E4	97	±2	2	20	78	±6	22.0	±6.0	
E5 – E9	98	±1	2	16	82	±3	18.0	±3.0	
Officers	98	±2	2	15	83	±5	17.0	±5.0	
USAR	98	±1	2	19	79	±3	21.0	±3.0	
White	98	±2	1	18	81	±5	19.0	±5.0	
Total Minority	97	±1	4	20	76	±3	24.0	±3.0	
Black	96	±2	5	18	77	±4	23.0	±4.0	
Hispanic	97	±2	3	19	78	±5	22.0	±5.0	
Other Race/Ethnicity	97	±3	2	27	71	±10	29.0	±10.0	
Enlisted	98	±1	2	19	79	±4	21.0	±4.0	
E1 – E4	97	±2	1	20	79	±6	21.0	±6.0	
E5 – E9	98	±1	3	19	78	±4	22.0	±4.0	
Officers	98	±2	3	18	79	±6	21.0	±6.0	

Note. Percent responding are Reserve component members who answered the question.

64m. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
USNR	98	±1	1	16	83	±3	17.0	±3.0	
White	98	±2	1	14	85	±5	15.0	±5.0	
Total Minority	97	±2	2	19	79	±3	21.0	±3.0	
Black	95	±3	3	16	81	±4	19.0	±4.0	
Hispanic	98	±2	1	21	77	±5	23.0	±5.0	
Other Race/Ethnicity	98	±2	1	19	80	±6	20.0	±6.0	
Enlisted	97	±2	1	18	81	±4	19.0	±4.0	
E1 – E4	98	±2	1	24	75	±8	25.0	±8.0	
E5 – E9	97	±2	2	16	83	±4	17.0	±4.0	
Officers	98	±2	1	8	91	±4	9.0	±4.0	
USMCR	98	±2	1	16	83	±5	17.0	±5.0	
White	99	±2	1	13	86	±6	14.0	±6.0	
Total Minority	97	±3	2	20	78	±6	22.0	±6.0	
Black	97	±3	2	18	80	±12	20.0	±12.0	
Hispanic	96	±5	2	21	77	±9	23.0	±9.0	
Other Race/Ethnicity	98	±3	1	20	80	±14	20.0	±14.0	
Enlisted	98	±2	1	17	83	±5	17.0	±5.0	
E1 – E4	98	±2	1	16	83	±7	17.0	±7.0	
E5 – E9	98	±2	2	17	81	±6	19.0	±6.0	
Officers	98	±2	2	8	91	±3	9.0	±3.0	
ANG	98	±1	1	11	89	±2	11.0	±2.0	
White	98	±1	0	10	89	±2	11.0	±2.0	
Total Minority	98	±1	2	12	86	±3	14.0	±3.0	
Black	96	±2	3	12	85	±4	15.0	±4.0	
Hispanic	98	±1	1	12	87	±4	13.0	±4.0	
Other Race/Ethnicity	99	±1	2	12	86	±5	14.0	±5.0	
Enlisted	98	±1	1	11	88	±2	12.0	±2.0	
E1 – E4	97	±2	1	7	92	±4	8.0	±4.0	
E5 – E9	98	±1	1	12	87	±3	13.0	±3.0	
Officers	100	±1	0	10	90	±4	10.0	±4.0	
USAFR	97	±1	2	13	85	±3	15.0	±3.0	
White	98	±2	1	12	87	±3	13.0	±3.0	
Total Minority	96	±2	3	15	82	±3	18.0	±3.0	
Black	95	±2	3	16	81	±4	19.0	±4.0	
Hispanic	96	±4	2	17	81	±6	19.0	±6.0	
Other Race/Ethnicity	97	±2	3	12	85	±7	15.0	±6.0	
Enlisted	97	±2	2	14	85	±3	15.0	±3.0	
E1 – E4	96	±3	2	14	85	±5	15.0	±5.0	
E5 – E9	97	±2	2	14	84	±3	16.0	±3.0	
Officers	98	±2	2	11	88	±5	12.0	±5.0	
USCGR	97	±2	2	13	85	±4	15.0	±4.0	
White	98	±2	1	13	86	±4	14.0	±4.0	
Total Minority	96	±4	2	13	84	±5	16.0	±5.0	
Black	100	±0	4	12	84	±13	16.0	±13.0	
Hispanic	95	±5	3	12	85	±7	15.0	±7.0	
Other Race/Ethnicity	96	±7	1	16	83	±12	17.0	±12.0	
Enlisted	97	±2	1	13	85	±4	15.0	±4.0	
E1 – E4	98	±3	2	15	83	±7	17.0	±7.0	
E5 – E9	97	±3	1	13	87	±5	13.0	±5.0	
Officers	98	±2	3	11	86	±5	14.0	±5.0	















































Note. Percent responding are Reserve component members who answered the question.

64. During the past 12 months, did any of the following happen to you?**n. You were unable to get straight answers about your military promotion possibilities.**

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	2	18	80	±2	20.0	±2.0	
Enlisted	98	±1	2	18	80	±2	20.0	±2.0	
E1 – E4	97	±2	1	20	78	±3	22.0	±3.0	
E5 – E9	98	±1	2	17	81	±2	19.0	±2.0	
Officers	98	±1	2	14	84	±3	16.0	±3.0	
O1 – O3	98	±2	3	16	81	±5	19.0	±5.0	
O4 – O6	98	±2	2	12	86	±3	14.0	±3.0	
Male	98	±1	2	17	81	±2	19.0	±2.0	
Female	97	±2	2	19	79	±3	21.0	±3.0	
White	98	±1	1	17	82	±2	18.0	±2.0	
Total Minority	97	±1	4	18	78	±2	22.0	±2.0	
Black	97	±1	5	17	78	±3	22.0	±3.0	
Hispanic	97	±1	3	18	79	±3	21.0	±3.0	
AIAN	97	±4	1	21	78	±16	22.0	±15.0	
Asian	98	±1	3	16	81	±4	19.0	±4.0	
NHPI	97	±3	1	15	84	±8	16.0	±8.0	
Two or More Races	98	±1	5	28	67	±9	33.0	±9.0	
AGR/FTS/AR	98	±1	2	15	83	±3	17.0	±3.0	
Other Selected Reserve	98	±1	2	18	80	±2	20.0	±2.0	
Reserve Unit	98	±1	2	18	80	±2	20.0	±2.0	
Military Technician	98	±1	2	15	82	±3	18.0	±3.0	
IMA	98	±1	2	11	87	±2	13.0	±2.0	
Not Activated Past 12 Months	98	±1	2	16	82	±2	18.0	±2.0	
Activated Past 12 Months	98	±1	2	22	76	±3	24.0	±3.0	
Not Deployed Past 12 Months	98	±1	2	17	81	±2	19.0	±2.0	
Deployed Past 12 Months	98	±2	2	23	75	±4	25.0	±4.0	
ARNG	98	±1	2	19	78	±3	22.0	±3.0	
White	98	±2	1	19	80	±4	20.0	±4.0	
Total Minority	98	±1	5	20	75	±3	25.0	±3.0	
Black	98	±2	7	20	74	±5	26.0	±5.0	
Hispanic	97	±2	3	19	77	±5	23.0	±5.0	
Other Race/Ethnicity	99	±1	4	22	74	±8	26.0	±8.0	
Enlisted	98	±1	2	20	78	±3	22.0	±3.0	
E1 – E4	97	±2	1	21	77	±6	23.0	±6.0	
E5 – E9	98	±1	3	18	79	±3	21.0	±3.0	
Officers	98	±2	3	17	81	±5	19.0	±5.0	
USAR	97	±1	2	21	77	±3	23.0	±3.0	
White	98	±2	1	22	77	±5	23.0	±5.0	
Total Minority	97	±1	4	19	77	±3	23.0	±3.0	
Black	97	±2	5	16	79	±4	21.0	±4.0	
Hispanic	96	±2	4	18	78	±5	22.0	±5.0	
Other Race/Ethnicity	97	±2	3	28	69	±10	31.0	±10.0	
Enlisted	98	±1	2	22	76	±4	24.0	±4.0	
E1 – E4	97	±2	2	24	74	±6	26.0	±6.0	
E5 – E9	98	±1	3	19	79	±4	21.0	±4.0	
Officers	97	±3	3	16	81	±6	19.0	±6.0	

Note. Percent responding are Reserve component members who answered the question.

64n. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
USNR	98	±1	2	12	87	±3	13.0	±3.0	
White	98	±2	1	9	90	±4	10.0	±4.0	
Total Minority	97	±1	3	16	82	±3	18.0	±3.0	
Black	95	±2	3	13	84	±4	16.0	±4.0	
Hispanic	98	±2	1	18	81	±5	19.0	±5.0	
Other Race/Ethnicity	98	±1	4	16	80	±7	20.0	±7.0	
Enlisted	98	±1	2	13	85	±3	15.0	±3.0	
E1 – E4	98	±2	2	18	80	±7	20.0	±7.0	
E5 – E9	98	±2	2	12	86	±4	14.0	±4.0	
Officers	98	±2	1	6	93	±4	7.0	±4.0	
USMCR	98	±2	1	13	86	±4	14.0	±4.0	
White	99	±2	1	11	88	±6	12.0	±6.0	
Total Minority	96	±3	2	17	81	±7	19.0	±7.0	
Black	97	±3	2	17	81	±13	19.0	±12.0	
Hispanic	96	±5	2	14	84	±9	16.0	±9.0	
Other Race/Ethnicity	97	±3	0	23	76	±17	24.0	±17.0	
Enlisted	98	±2	1	14	85	±5	15.0	±5.0	
E1 – E4	98	±2	1	15	84	±7	16.0	±7.0	
E5 – E9	98	±2	2	11	87	±5	13.0	±5.0	
Officers	99	±2	1	6	93	±3	7.0	±3.0	
ANG	98	±1	1	14	85	±2	15.0	±2.0	
White	98	±1	1	15	85	±3	15.0	±3.0	
Total Minority	97	±1	3	11	85	±3	15.0	±3.0	
Black	96	±2	6	13	82	±4	18.0	±4.0	
Hispanic	97	±2	2	11	86	±5	14.0	±5.0	
Other Race/Ethnicity	99	±1	2	10	88	±4	12.0	±4.0	
Enlisted	98	±1	1	14	85	±2	15.0	±2.0	
E1 – E4	97	±2	1	10	89	±5	11.0	±5.0	
E5 – E9	98	±1	1	15	83	±3	17.0	±3.0	
Officers	100	±1	1	12	87	±5	13.0	±5.0	
USAFR	97	±1	2	14	84	±3	16.0	±3.0	
White	98	±2	1	13	86	±3	14.0	±3.0	
Total Minority	97	±2	4	16	80	±3	20.0	±3.0	
Black	96	±2	4	17	79	±4	21.0	±4.0	
Hispanic	98	±2	4	15	81	±6	19.0	±6.0	
Other Race/Ethnicity	97	±2	4	14	82	±7	18.0	±7.0	
Enlisted	97	±2	2	15	83	±3	17.0	±3.0	
E1 – E4	96	±3	1	13	86	±5	14.0	±5.0	
E5 – E9	98	±2	2	16	82	±3	18.0	±3.0	
Officers	99	±2	2	11	87	±5	13.0	±5.0	
USCGR	98	±2	1	10	89	±3	11.0	±3.0	
White	98	±2	1	10	89	±4	11.0	±4.0	
Total Minority	96	±4	2	9	89	±5	11.0	±5.0	
Black	100	±0	6	14	80	±18	20.0	±17.0	
Hispanic	95	±5	2	5	93	±4	7.0	±4.0	
Other Race/Ethnicity	96	±7	1	13	86	±11	14.0	±11.0	
Enlisted	97	±2	1	9	90	±4	10.0	±4.0	
E1 – E4	98	±3	1	11	87	±7	13.0	±7.0	
E5 – E9	97	±3	1	8	91	±4	9.0	±4.0	
Officers	98	±2	3	11	87	±5	13.0	±5.0	

Note. Percent responding are Reserve component members who answered the question.

64. During the past 12 months, did any of the following happen to you?**o. You were taken to nonjudicial punishment or court martial when you should not have been.**

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	1	2	97	±1	3.0	±1.0	
Enlisted	97	±1	1	2	97	±1	3.0	±1.0	
E1 – E4	97	±2	1	3	96	±2	4.0	±2.0	
E5 – E9	98	±1	1	1	98	±1	2.0	±1.0	
Officers	98	±1	1	1	98	±2	2.0	±2.0	
O1 – O3	98	±2	1	1	97	±3	3.0	±3.0	
O4 – O6	97	±2	1	1	98	±2	2.0	±2.0	
Male	97	±1	1	2	97	±1	3.0	±1.0	
Female	97	±2	1	2	97	±2	3.0	±2.0	
White	98	±1	1	2	98	±1	2.0	±1.0	
Total Minority	97	±1	1	2	96	±1	4.0	±1.0	
Black	96	±1	2	3	95	±2	5.0	±2.0	
Hispanic	97	±1	1	2	97	±1	3.0	±1.0	
AIAN	97	±4	0	2	98	±2	2.0	±2.0	
Asian	98	±1	1	3	96	±3	4.0	±3.0	
NHPI	97	±3	1	3	97	±5	3.0	±5.0	
Two or More Races	99	±1	1	1	98	±3	2.0	±3.0	
AGR/FTS/AR	98	±1	1	2	97	±3	3.0	±3.0	
Other Selected Reserve	97	±1	1	2	97	±1	3.0	±1.0	
Reserve Unit	97	±1	1	2	97	±1	3.0	±1.0	
Military Technician	98	±1	1	2	97	±2	3.0	±2.0	
IMA	98	±1	1	1	99	±1	1.0	±1.0	
Not Activated Past 12 Months	97	±1	1	2	97	±1	3.0	±1.0	
Activated Past 12 Months	97	±1	1	3	96	±2	4.0	±2.0	
Not Deployed Past 12 Months	97	±1	1	2	97	±1	3.0	±1.0	
Deployed Past 12 Months	97	±2	1	4	96	±3	4.0	±3.0	
ARNG	97	±1	1	3	96	±2	4.0	±2.0	
White	97	±2	1	3	97	±2	3.0	±2.0	
Total Minority	97	±1	2	3	96	±2	4.0	±2.0	
Black	97	±2	3	4	94	±5	6.0	±5.0	
Hispanic	96	±2	1	1	97	±2	3.0	±2.0	
Other Race/Ethnicity	99	±1	1	3	96	±4	4.0	±4.0	
Enlisted	97	±2	1	3	96	±2	4.0	±2.0	
E1 – E4	97	±2	1	4	95	±4	5.0	±4.0	
E5 – E9	98	±1	1	2	97	±2	3.0	±2.0	
Officers	96	±3	1	2	97	±3	3.0	±3.0	
USAR	97	±1	1	2	97	±1	3.0	±1.0	
White	98	±2	0	1	99	±2	1.0	±2.0	
Total Minority	97	±1	2	2	96	±2	4.0	±2.0	
Black	96	±2	2	3	95	±3	5.0	±3.0	
Hispanic	97	±2	2	3	96	±3	4.0	±3.0	
Other Race/Ethnicity	98	±2	0	1	99	±2	1.0	±2.0	
Enlisted	97	±2	1	2	98	±2	2.0	±2.0	
E1 – E4	97	±2	0	2	98	±2	2.0	±2.0	
E5 – E9	98	±1	1	1	98	±2	2.0	±2.0	
Officers	98	±2	1	2	97	±3	3.0	±3.0	

Note. Percent responding are Reserve component members who answered the question.

64o. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
USNR	98	±1	1	2	97	±2	3.0	±2.0	
White	99	±2	1	1	98	±3	2.0	±3.0	
Total Minority	97	±2	1	3	96	±2	4.0	±2.0	
Black	95	±3	1	4	95	±3	5.0	±3.0	
Hispanic	98	±2	1	3	96	±3	4.0	±3.0	
Other Race/Ethnicity	97	±2	1	3	96	±3	4.0	±3.0	
Enlisted	98	±1	1	2	97	±2	3.0	±2.0	
E1 – E4	98	±2	1	5	94	±5	6.0	±5.0	
E5 – E9	98	±2	1	1	98	±2	2.0	±2.0	
Officers	98	±2	1	0	99	±2	1.0	±2.0	
USMCR	97	±2	1	4	95	±3	5.0	±3.0	
White	98	±2	1	3	96	±4	4.0	±4.0	
Total Minority	96	±3	2	4	94	±4	6.0	±4.0	
Black	97	±3	2	2	96	±5	4.0	±5.0	
Hispanic	96	±5	2	5	93	±7	7.0	±7.0	
Other Race/Ethnicity	97	±3	1	5	94	±6	6.0	±6.0	
Enlisted	97	±2	1	4	95	±3	5.0	±3.0	
E1 – E4	98	±2	1	4	95	±4	5.0	±4.0	
E5 – E9	96	±4	2	4	94	±5	6.0	±5.0	
Officers	98	±2	1	0	99	±2	1.0	±2.0	
ANG	98	±1	0	1	99	±1	1.0	±1.0	
White	98	±1	0	1	99	±1	1.0	±1.0	
Total Minority	97	±1	1	1	98	±1	2.0	±1.0	
Black	95	±2	1	1	98	±2	2.0	±2.0	
Hispanic	97	±2	0	1	98	±3	2.0	±3.0	
Other Race/Ethnicity	99	±1	1	0	99	±2	1.0	±2.0	
Enlisted	97	±1	0	1	98	±1	2.0	±1.0	
E1 – E4	96	±3	1	1	98	±3	2.0	±3.0	
E5 – E9	98	±1	0	1	99	±1	1.0	±1.0	
Officers	99	±1	0	0	100	±2	0.0	±2.0	
USAFR	97	±1	1	1	98	±2	2.0	±2.0	
White	98	±2	1	2	97	±2	3.0	±2.0	
Total Minority	96	±2	1	1	98	±2	2.0	±2.0	
Black	96	±2	1	1	98	±2	2.0	±2.0	
Hispanic	97	±3	0	0	99	±1	1.0	±1.0	
Other Race/Ethnicity	97	±2	3	1	96	±7	4.0	±6.0	
Enlisted	97	±2	1	2	97	±2	3.0	±2.0	
E1 – E4	96	±2	1	2	97	±4	3.0	±4.0	
E5 – E9	97	±2	1	1	98	±2	2.0	±2.0	
Officers	99	±2	1	0	98	±4	2.0	±4.0	
USCGR	97	±2	1	1	98	±2	2.0	±2.0	
White	98	±2	1	1	98	±2	2.0	±2.0	
Total Minority	96	±4	1	3	97	±5	3.0	±5.0	
Black	100	±0	NR	2	98	±10	2.0	±10.0	
Hispanic	95	±5	2	1	98	±3	2.0	±3.0	
Other Race/Ethnicity	96	±7	0	6	94	±16	6.0	±16.0	
Enlisted	97	±2	1	1	98	±2	2.0	±2.0	
E1 – E4	96	±4	1	3	96	±5	4.0	±5.0	
E5 – E9	97	±3	1	1	99	±3	1.0	±3.0	
Officers	97	±2	2	0	98	±4	2.0	±4.0	

Note. Percent responding are Reserve component members who answered the question.















































NR: Not reportable

64. During the past 12 months, did any of the following happen to you?**p. You were punished at your military job for something that others did without being punished.**

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	1	5	93	±1	7.0	±1.0	
Enlisted	98	±1	1	5	93	±1	7.0	±1.0	
E1 – E4	97	±2	1	7	92	±2	8.0	±2.0	
E5 – E9	98	±1	2	5	94	±2	6.0	±2.0	
Officers	98	±1	2	3	95	±2	5.0	±2.0	
O1 – O3	99	±1	2	4	93	±4	7.0	±4.0	
O4 – O6	98	±2	1	2	97	±2	3.0	±2.0	
Male	98	±1	1	5	94	±1	6.0	±1.0	
Female	97	±2	2	7	91	±3	9.0	±3.0	
White	98	±1	1	5	94	±2	6.0	±2.0	
Total Minority	97	±1	3	5	92	±2	8.0	±2.0	
Black	96	±1	4	5	92	±2	8.0	±2.0	
Hispanic	97	±1	2	4	94	±2	6.0	±2.0	
AIAN	97	±4	1	4	95	±5	5.0	±5.0	
Asian	98	±1	2	6	91	±4	9.0	±4.0	
NHPI	97	±3	1	6	93	±5	7.0	±5.0	
Two or More Races	99	±1	3	13	84	±11	16.0	±11.0	
AGR/FTS/AR	98	±1	2	6	92	±3	8.0	±3.0	
Other Selected Reserve	98	±1	1	5	93	±1	7.0	±1.0	
Reserve Unit	98	±1	1	5	93	±1	7.0	±1.0	
Military Technician	98	±1	1	6	92	±3	8.0	±3.0	
IMA	98	±1	1	2	97	±1	3.0	±1.0	
Not Activated Past 12 Months	98	±1	2	4	94	±1	6.0	±1.0	
Activated Past 12 Months	98	±1	1	8	91	±3	9.0	±3.0	
Not Deployed Past 12 Months	98	±1	1	4	94	±1	6.0	±1.0	
Deployed Past 12 Months	97	±2	1	9	89	±4	11.0	±4.0	
ARNG	98	±1	2	6	92	±2	8.0	±2.0	
White	98	±2	1	7	92	±3	8.0	±3.0	
Total Minority	97	±1	3	6	91	±3	9.0	±3.0	
Black	97	±2	5	5	90	±5	10.0	±5.0	
Hispanic	97	±2	2	4	94	±3	6.0	±3.0	
Other Race/Ethnicity	99	±1	4	11	85	±11	15.0	±10.0	
Enlisted	98	±2	2	7	92	±3	8.0	±3.0	
E1 – E4	97	±2	1	8	91	±4	9.0	±4.0	
E5 – E9	98	±1	2	6	92	±3	8.0	±3.0	
Officers	98	±2	2	5	94	±4	6.0	±4.0	
USAR	98	±1	2	4	94	±2	6.0	±2.0	
White	98	±2	1	4	95	±3	5.0	±3.0	
Total Minority	96	±2	3	6	92	±3	8.0	±3.0	
Black	96	±2	3	4	92	±3	8.0	±3.0	
Hispanic	97	±2	3	4	93	±4	7.0	±4.0	
Other Race/Ethnicity	97	±2	0	11	89	±10	11.0	±10.0	
Enlisted	97	±1	2	4	94	±2	6.0	±2.0	
E1 – E4	97	±2	1	5	94	±4	6.0	±4.0	
E5 – E9	98	±1	2	4	94	±3	6.0	±3.0	
Officers	98	±2	3	4	93	±4	7.0	±4.0	

Note. Percent responding are Reserve component members who answered the question.

64p. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
USNR	98	±1	2	4	95	±2	5.0	±2.0	
White	98	±2	1	3	96	±3	4.0	±3.0	
Total Minority	97	±1	2	5	92	±3	8.0	±3.0	
Black	95	±2	2	4	93	±3	7.0	±3.0	
Hispanic	98	±2	1	5	94	±3	6.0	±3.0	
Other Race/Ethnicity	98	±2	5	6	89	±7	11.0	±7.0	
Enlisted	97	±2	2	5	93	±3	7.0	±3.0	
E1 – E4	98	±2	2	9	89	±7	11.0	±7.0	
E5 – E9	97	±2	2	3	95	±3	5.0	±3.0	
Officers	98	±2	1	1	98	±3	2.0	±3.0	
USMCR	98	±2	1	7	92	±4	8.0	±4.0	
White	99	±2	1	7	92	±5	8.0	±5.0	
Total Minority	96	±3	2	7	91	±4	9.0	±4.0	
Black	97	±3	2	6	92	±6	8.0	±6.0	
Hispanic	96	±5	2	6	92	±7	8.0	±7.0	
Other Race/Ethnicity	97	±3	1	9	90	±7	10.0	±7.0	
Enlisted	98	±2	1	8	91	±4	9.0	±4.0	
E1 – E4	98	±2	1	8	91	±5	9.0	±5.0	
E5 – E9	98	±2	2	6	92	±5	8.0	±5.0	
Officers	98	±2	1	1	98	±2	2.0	±2.0	
ANG	98	±1	1	3	96	±1	4.0	±1.0	
White	98	±1	0	3	97	±2	3.0	±2.0	
Total Minority	97	±1	2	3	95	±2	5.0	±2.0	
Black	96	±2	2	3	95	±3	5.0	±3.0	
Hispanic	98	±1	1	5	94	±5	6.0	±5.0	
Other Race/Ethnicity	98	±2	1	2	97	±2	3.0	±2.0	
Enlisted	98	±1	1	3	96	±2	4.0	±2.0	
E1 – E4	97	±2	1	3	96	±3	4.0	±3.0	
E5 – E9	98	±1	1	3	96	±2	4.0	±2.0	
Officers	99	±1	0	2	98	±2	2.0	±2.0	
USAFR	97	±1	2	3	95	±2	5.0	±2.0	
White	97	±2	1	4	95	±2	5.0	±2.0	
Total Minority	97	±2	2	3	95	±2	5.0	±2.0	
Black	96	±2	3	3	93	±3	7.0	±3.0	
Hispanic	98	±2	1	2	97	±2	3.0	±2.0	
Other Race/Ethnicity	98	±2	3	3	94	±7	6.0	±6.0	
Enlisted	97	±2	1	4	95	±2	5.0	±2.0	
E1 – E4	96	±3	2	5	93	±4	7.0	±4.0	
E5 – E9	97	±2	1	3	95	±2	5.0	±2.0	
Officers	99	±2	2	1	97	±4	3.0	±4.0	
USCGR	97	±2	1	1	97	±2	3.0	±2.0	
White	98	±2	1	1	98	±2	2.0	±2.0	
Total Minority	96	±4	2	2	96	±3	4.0	±3.0	
Black	100	±0	6	2	92	±12	8.0	±12.0	
Hispanic	95	±5	2	2	97	±4	3.0	±4.0	
Other Race/Ethnicity	95	±7	2	2	96	±11	4.0	±8.0	
Enlisted	97	±2	1	1	98	±2	2.0	±2.0	
E1 – E4	97	±3	1	3	96	±5	4.0	±5.0	
E5 – E9	97	±3	1	0	99	±2	1.0	±2.0	
Officers	98	±2	3	0	96	±4	4.0	±4.0	

Note. Percent responding are Reserve component members who answered the question.

64. During the past 12 months, did any of the following happen to you?**q. You were excluded by your military peers from social activities important to military career development and being kept informed.**

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	1	4	95	±1	5.0	±1.0	
Enlisted	97	±1	1	4	95	±1	5.0	±1.0	
E1 – E4	97	±2	1	3	96	±2	4.0	±2.0	
E5 – E9	98	±1	2	4	94	±1	6.0	±1.0	
Officers	98	±1	2	4	95	±2	5.0	±2.0	
O1 – O3	99	±1	2	5	93	±4	7.0	±4.0	
O4 – O6	97	±2	1	3	95	±2	5.0	±2.0	
Male	98	±1	1	3	95	±1	5.0	±1.0	
Female	97	±2	2	5	93	±2	7.0	±2.0	
White	98	±1	1	4	96	±1	4.0	±1.0	
Total Minority	97	±1	2	4	93	±1	7.0	±1.0	
Black	96	±1	3	4	93	±2	7.0	±2.0	
Hispanic	97	±1	2	4	94	±2	6.0	±2.0	
AIAN	97	±5	1	5	94	±5	6.0	±5.0	
Asian	98	±1	2	5	93	±3	7.0	±3.0	
NHPI	97	±3	1	5	94	±5	6.0	±5.0	
Two or More Races	99	±1	1	7	91	±7	9.0	±7.0	
AGR/FTS/AR	98	±1	2	4	94	±2	6.0	±2.0	
Other Selected Reserve	97	±1	1	4	95	±1	5.0	±1.0	
Reserve Unit	97	±1	1	4	95	±1	5.0	±1.0	
Military Technician	98	±1	1	3	96	±2	4.0	±2.0	
IMA	98	±1	1	2	97	±1	3.0	±1.0	
Not Activated Past 12 Months	97	±1	1	3	95	±1	5.0	±1.0	
Activated Past 12 Months	98	±1	2	5	93	±2	7.0	±2.0	
Not Deployed Past 12 Months	98	±1	1	3	95	±1	5.0	±1.0	
Deployed Past 12 Months	98	±2	2	6	92	±3	8.0	±3.0	
ARNG	97	±1	1	4	95	±2	5.0	±2.0	
White	98	±2	1	4	95	±2	5.0	±2.0	
Total Minority	97	±1	3	4	93	±2	7.0	±2.0	
Black	97	±2	4	4	92	±4	8.0	±4.0	
Hispanic	97	±2	2	3	95	±3	5.0	±3.0	
Other Race/Ethnicity	98	±2	2	6	92	±5	8.0	±5.0	
Enlisted	97	±2	1	4	95	±2	5.0	±2.0	
E1 – E4	97	±2	1	3	96	±3	4.0	±3.0	
E5 – E9	98	±1	2	5	93	±2	7.0	±2.0	
Officers	97	±2	2	6	93	±4	7.0	±4.0	
USAR	97	±1	2	4	94	±2	6.0	±2.0	
White	98	±2	1	3	95	±3	5.0	±3.0	
Total Minority	97	±1	2	5	92	±2	8.0	±2.0	
Black	96	±2	3	4	92	±3	8.0	±3.0	
Hispanic	97	±2	3	4	93	±3	7.0	±3.0	
Other Race/Ethnicity	98	±2	1	9	90	±8	10.0	±8.0	
Enlisted	97	±2	2	4	94	±2	6.0	±2.0	
E1 – E4	97	±2	1	4	94	±4	6.0	±4.0	
E5 – E9	98	±1	2	4	94	±2	6.0	±2.0	
Officers	98	±2	2	4	94	±4	6.0	±4.0	

Note. Percent responding are Reserve component members who answered the question.

64q. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
USNR	98	±1	1	4	95	±2	5.0	±2.0	
White	98	±2	1	3	96	±3	4.0	±3.0	
Total Minority	96	±2	2	4	94	±2	6.0	±2.0	
Black	95	±3	2	5	93	±3	7.0	±3.0	
Hispanic	98	±2	1	4	94	±3	6.0	±3.0	
Other Race/Ethnicity	97	±2	2	4	94	±3	6.0	±3.0	
Enlisted	98	±1	1	4	94	±3	6.0	±3.0	
E1 – E4	97	±2	1	8	91	±6	9.0	±6.0	
E5 – E9	98	±2	1	3	95	±3	5.0	±3.0	
Officers	98	±2	2	1	97	±3	3.0	±3.0	
USMCR	98	±2	2	5	94	±3	6.0	±3.0	
White	99	±2	1	4	94	±5	6.0	±5.0	
Total Minority	97	±3	2	5	93	±4	7.0	±4.0	
Black	97	±3	3	4	94	±5	6.0	±5.0	
Hispanic	96	±5	2	6	92	±7	8.0	±7.0	
Other Race/Ethnicity	97	±3	1	5	94	±5	6.0	±5.0	
Enlisted	98	±2	2	5	93	±4	7.0	±4.0	
E1 – E4	98	±2	1	5	95	±5	5.0	±5.0	
E5 – E9	98	±2	4	6	90	±6	10.0	±6.0	
Officers	98	±2	1	1	97	±2	3.0	±2.0	
ANG	98	±1	1	3	96	±2	4.0	±2.0	
White	98	±1	0	3	96	±2	4.0	±2.0	
Total Minority	97	±1	2	2	96	±2	4.0	±2.0	
Black	96	±2	3	3	95	±3	5.0	±3.0	
Hispanic	98	±1	1	2	97	±3	3.0	±3.0	
Other Race/Ethnicity	98	±2	1	2	97	±2	3.0	±2.0	
Enlisted	98	±1	1	3	96	±2	4.0	±2.0	
E1 – E4	96	±2	1	2	97	±3	3.0	±3.0	
E5 – E9	98	±1	1	3	96	±2	4.0	±2.0	
Officers	100	±1	1	5	95	±4	5.0	±4.0	
USAFR	97	±1	1	2	96	±2	4.0	±2.0	
White	98	±2	1	2	96	±2	4.0	±2.0	
Total Minority	97	±2	2	2	96	±2	4.0	±2.0	
Black	96	±2	2	2	96	±3	4.0	±3.0	
Hispanic	98	±2	1	2	97	±4	3.0	±4.0	
Other Race/Ethnicity	98	±2	3	2	95	±7	5.0	±6.0	
Enlisted	97	±2	1	3	96	±2	4.0	±2.0	
E1 – E4	96	±2	1	2	97	±4	3.0	±4.0	
E5 – E9	97	±2	1	3	96	±2	4.0	±2.0	
Officers	99	±2	2	1	98	±4	2.0	±3.0	
USCGR	97	±2	1	1	97	±2	3.0	±2.0	
White	98	±2	1	1	98	±2	2.0	±2.0	
Total Minority	96	±4	3	3	94	±4	6.0	±4.0	
Black	100	±0	6	2	92	±12	8.0	±12.0	
Hispanic	95	±5	3	4	94	±5	6.0	±5.0	
Other Race/Ethnicity	96	±7	1	3	97	±9	3.0	±8.0	
Enlisted	98	±2	1	2	97	±2	3.0	±2.0	
E1 – E4	98	±3	2	3	95	±5	5.0	±5.0	
E5 – E9	98	±3	1	1	98	±2	2.0	±2.0	
Officers	97	±2	3	1	97	±4	3.0	±4.0	

Note. Percent responding are Reserve component members who answered the question.

64. During the past 12 months, did any of the following happen to you?

r. You got poorer military services (for example, at commissaries, exchanges, clubs, and rec centers) than others did.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	1	2	97	±1	3.0	±1.0	
Enlisted	97	±1	1	2	97	±1	3.0	±1.0	
E1 – E4	97	±2	1	3	97	±2	3.0	±2.0	
E5 – E9	98	±1	1	1	98	±1	2.0	±1.0	
Officers	98	±1	1	1	97	±2	3.0	±2.0	
O1 – O3	99	±1	1	2	97	±3	3.0	±3.0	
O4 – O6	98	±2	1	1	98	±2	2.0	±2.0	
Male	98	±1	1	2	97	±1	3.0	±1.0	
Female	97	±2	1	1	98	±2	2.0	±2.0	
White	98	±1	1	2	98	±1	2.0	±1.0	
Total Minority	97	±1	1	2	96	±1	4.0	±1.0	
Black	96	±1	2	2	96	±2	4.0	±2.0	
Hispanic	97	±1	1	2	97	±1	3.0	±1.0	
AIAN	97	±4	1	1	98	±2	2.0	±2.0	
Asian	98	±1	1	4	95	±3	5.0	±3.0	
NHPI	97	±3	1	4	96	±4	4.0	±4.0	
Two or More Races	98	±2	2	2	96	±4	4.0	±4.0	
AGR/FTS/AR	98	±1	1	1	98	±1	2.0	±1.0	
Other Selected Reserve	98	±1	1	2	97	±1	3.0	±1.0	
Reserve Unit	98	±1	1	2	97	±1	3.0	±1.0	
Military Technician	98	±1	1	1	98	±1	2.0	±1.0	
IMA	98	±1	1	2	97	±1	3.0	±1.0	
Not Activated Past 12 Months	97	±1	1	2	97	±1	3.0	±1.0	
Activated Past 12 Months	98	±1	1	2	97	±2	3.0	±2.0	
Not Deployed Past 12 Months	98	±1	1	2	97	±1	3.0	±1.0	
Deployed Past 12 Months	98	±2	1	2	97	±2	3.0	±2.0	
ARNG	98	±1	1	2	98	±2	2.0	±2.0	
White	98	±2	1	1	98	±2	2.0	±2.0	
Total Minority	97	±1	2	2	96	±2	4.0	±2.0	
Black	98	±2	2	2	96	±3	4.0	±3.0	
Hispanic	97	±2	1	1	98	±2	2.0	±2.0	
Other Race/Ethnicity	99	±2	1	3	95	±4	5.0	±4.0	
Enlisted	98	±1	1	2	98	±2	2.0	±2.0	
E1 – E4	97	±2	1	2	97	±3	3.0	±3.0	
E5 – E9	98	±1	1	1	98	±1	2.0	±1.0	
Officers	98	±2	1	2	97	±3	3.0	±3.0	
USAR	97	±1	1	2	96	±2	4.0	±2.0	
White	98	±2	1	2	97	±3	3.0	±3.0	
Total Minority	96	±1	2	2	96	±2	4.0	±2.0	
Black	96	±2	2	3	95	±3	5.0	±3.0	
Hispanic	97	±2	2	2	96	±3	4.0	±3.0	
Other Race/Ethnicity	97	±2	1	2	97	±3	3.0	±3.0	
Enlisted	97	±2	1	2	96	±2	4.0	±2.0	
E1 – E4	97	±2	0	3	97	±3	3.0	±3.0	
E5 – E9	98	±1	2	1	96	±2	4.0	±2.0	
Officers	98	±2	2	3	96	±4	4.0	±4.0	

Note. Percent responding are Reserve component members who answered the question.

64r. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
USNR	98	±1	1	2	97	±2	3.0	±2.0	
White	98	±2	1	1	98	±3	2.0	±3.0	
Total Minority	97	±1	1	3	95	±2	5.0	±2.0	
Black	96	±2	1	4	95	±3	5.0	±3.0	
Hispanic	98	±2	1	3	96	±3	4.0	±3.0	
Other Race/Ethnicity	98	±1	2	3	95	±3	5.0	±3.0	
Enlisted	98	±1	1	2	96	±2	4.0	±2.0	
E1 – E4	98	±2	2	4	94	±5	6.0	±5.0	
E5 – E9	98	±2	1	2	97	±2	3.0	±2.0	
Officers	98	±2	1	0	99	±2	1.0	±2.0	
USMCR	98	±2	1	4	95	±3	5.0	±3.0	
White	99	±2	1	3	95	±5	5.0	±5.0	
Total Minority	97	±3	2	5	93	±5	7.0	±5.0	
Black	97	±3	2	2	96	±5	4.0	±5.0	
Hispanic	96	±5	2	5	93	±7	7.0	±7.0	
Other Race/Ethnicity	98	±3	1	10	89	±19	11.0	±18.0	
Enlisted	98	±2	1	4	94	±4	6.0	±4.0	
E1 – E4	98	±2	1	5	94	±5	6.0	±5.0	
E5 – E9	98	±2	3	3	94	±6	6.0	±5.0	
Officers	99	±2	1	1	98	±2	2.0	±2.0	
ANG	98	±1	0	1	98	±1	2.0	±1.0	
White	98	±1	0	1	98	±1	2.0	±1.0	
Total Minority	97	±1	1	1	98	±1	2.0	±1.0	
Black	95	±2	0	1	98	±2	2.0	±2.0	
Hispanic	97	±2	0	1	98	±3	2.0	±3.0	
Other Race/Ethnicity	98	±2	1	1	98	±2	2.0	±2.0	
Enlisted	98	±1	0	1	98	±1	2.0	±1.0	
E1 – E4	96	±3	1	1	98	±3	2.0	±3.0	
E5 – E9	98	±1	0	1	98	±1	2.0	±1.0	
Officers	99	±1	1	1	99	±3	1.0	±3.0	
USAFR	97	±1	1	1	98	±2	2.0	±2.0	
White	98	±2	1	1	97	±2	3.0	±2.0	
Total Minority	96	±2	1	1	98	±2	2.0	±2.0	
Black	95	±2	1	1	98	±2	2.0	±2.0	
Hispanic	98	±2	0	0	99	±1	1.0	±1.0	
Other Race/Ethnicity	96	±3	3	2	95	±7	5.0	±6.0	
Enlisted	97	±2	1	2	97	±2	3.0	±2.0	
E1 – E4	96	±3	1	2	96	±4	4.0	±4.0	
E5 – E9	97	±2	1	1	98	±2	2.0	±2.0	
Officers	98	±2	1	0	99	±3	1.0	±3.0	
USCGR	97	±2	1	1	98	±2	2.0	±2.0	
White	98	±2	1	1	98	±3	2.0	±3.0	
Total Minority	96	±4	1	1	97	±3	3.0	±3.0	
Black	100	±0	2	2	96	±10	4.0	±10.0	
Hispanic	95	±5	2	0	98	±3	2.0	±3.0	
Other Race/Ethnicity	95	±7	1	2	97	±11	3.0	±9.0	
Enlisted	97	±2	1	1	98	±2	2.0	±2.0	
E1 – E4	97	±3	1	2	97	±5	3.0	±5.0	
E5 – E9	97	±3	1	1	98	±3	2.0	±3.0	
Officers	97	±2	2	1	97	±4	3.0	±4.0	

Note. Percent responding are Reserve component members who answered the question.

64. During the past 12 months, did any of the following happen to you?**s. You received poorer treatment than you deserved from a military health care provider.**

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	1	4	95	±1	5.0	±1.0	
Enlisted	97	±1	1	4	95	±1	5.0	±1.0	
E1 – E4	97	±2	1	5	94	±2	6.0	±2.0	
E5 – E9	98	±1	1	4	95	±1	5.0	±1.0	
Officers	98	±1	1	2	97	±2	3.0	±2.0	
O1 – O3	99	±1	1	3	96	±3	4.0	±3.0	
O4 – O6	97	±2	1	2	97	±2	3.0	±2.0	
Male	97	±1	1	4	95	±1	5.0	±1.0	
Female	97	±2	1	4	95	±2	5.0	±2.0	
White	97	±1	1	4	95	±2	5.0	±2.0	
Total Minority	97	±1	1	4	94	±1	6.0	±1.0	
Black	97	±1	2	4	94	±2	6.0	±2.0	
Hispanic	97	±1	1	4	95	±2	5.0	±2.0	
AIAN	97	±5	1	4	95	±8	5.0	±8.0	
Asian	98	±1	1	6	93	±3	7.0	±3.0	
NHPI	97	±3	1	5	95	±5	5.0	±5.0	
Two or More Races	99	±1	1	6	92	±7	8.0	±7.0	
AGR/FTS/AR	97	±2	1	4	95	±2	5.0	±2.0	
Other Selected Reserve	97	±1	1	4	95	±1	5.0	±1.0	
Reserve Unit	97	±1	1	4	95	±1	5.0	±1.0	
Military Technician	98	±1	1	3	96	±2	4.0	±2.0	
IMA	98	±1	1	4	96	±2	4.0	±2.0	
Not Activated Past 12 Months	97	±1	1	4	95	±2	5.0	±2.0	
Activated Past 12 Months	98	±1	1	4	96	±2	4.0	±2.0	
Not Deployed Past 12 Months	97	±1	1	4	95	±1	5.0	±1.0	
Deployed Past 12 Months	98	±2	1	4	96	±2	4.0	±2.0	
ARNG	97	±2	1	4	95	±2	5.0	±2.0	
White	97	±2	1	5	95	±3	5.0	±3.0	
Total Minority	97	±1	2	4	95	±2	5.0	±2.0	
Black	98	±2	2	3	95	±3	5.0	±3.0	
Hispanic	97	±2	1	3	96	±2	4.0	±2.0	
Other Race/Ethnicity	99	±2	1	7	92	±5	8.0	±5.0	
Enlisted	97	±2	1	5	95	±2	5.0	±2.0	
E1 – E4	97	±3	1	5	94	±4	6.0	±4.0	
E5 – E9	98	±1	1	4	95	±3	5.0	±3.0	
Officers	97	±2	1	3	96	±4	4.0	±4.0	
USAR	97	±1	1	5	94	±2	6.0	±2.0	
White	98	±2	0	4	95	±3	5.0	±3.0	
Total Minority	97	±1	2	6	93	±2	7.0	±2.0	
Black	96	±2	2	4	93	±3	7.0	±3.0	
Hispanic	97	±2	2	6	92	±3	8.0	±3.0	
Other Race/Ethnicity	98	±2	1	7	92	±8	8.0	±8.0	
Enlisted	97	±2	1	5	94	±2	6.0	±2.0	
E1 – E4	97	±2	0	5	94	±4	6.0	±4.0	
E5 – E9	98	±1	1	5	93	±3	7.0	±3.0	
Officers	98	±2	1	3	95	±3	5.0	±3.0	

Note. Percent responding are Reserve component members who answered the question.

64s. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
USNR	97	±1	1	4	95	±2	5.0	±2.0	
White	98	±2	1	4	95	±3	5.0	±3.0	
Total Minority	96	±2	1	5	94	±2	6.0	±2.0	
Black	95	±3	1	6	93	±4	7.0	±4.0	
Hispanic	97	±2	1	5	95	±3	5.0	±3.0	
Other Race/Ethnicity	97	±2	1	4	95	±3	5.0	±3.0	
Enlisted	97	±2	1	5	94	±3	6.0	±3.0	
E1 – E4	97	±2	1	6	93	±5	7.0	±5.0	
E5 – E9	97	±2	2	5	94	±3	6.0	±3.0	
Officers	98	±2	1	2	98	±3	2.0	±3.0	
USMCR	98	±2	1	5	94	±3	6.0	±3.0	
White	99	±2	1	5	94	±5	6.0	±5.0	
Total Minority	97	±3	2	5	93	±4	7.0	±4.0	
Black	97	±3	2	4	94	±5	6.0	±5.0	
Hispanic	96	±5	2	5	93	±7	7.0	±7.0	
Other Race/Ethnicity	98	±3	2	4	94	±5	6.0	±5.0	
Enlisted	98	±2	1	5	94	±4	6.0	±4.0	
E1 – E4	98	±2	1	5	94	±5	6.0	±5.0	
E5 – E9	98	±2	2	5	93	±5	7.0	±5.0	
Officers	98	±2	1	3	96	±3	4.0	±3.0	
ANG	98	±1	0	2	97	±1	3.0	±1.0	
White	98	±1	0	2	97	±2	3.0	±2.0	
Total Minority	97	±1	1	2	98	±1	2.0	±1.0	
Black	96	±2	0	2	97	±2	3.0	±2.0	
Hispanic	97	±3	1	2	97	±3	3.0	±3.0	
Other Race/Ethnicity	98	±2	1	1	99	±2	1.0	±2.0	
Enlisted	97	±1	0	2	97	±2	3.0	±2.0	
E1 – E4	97	±2	1	2	97	±3	3.0	±3.0	
E5 – E9	98	±1	0	3	97	±2	3.0	±2.0	
Officers	99	±1	0	1	99	±2	1.0	±2.0	
USAFR	97	±1	1	3	96	±2	4.0	±2.0	
White	98	±2	1	3	96	±2	4.0	±2.0	
Total Minority	96	±2	1	3	96	±2	4.0	±2.0	
Black	95	±2	1	3	96	±2	4.0	±2.0	
Hispanic	97	±2	0	1	98	±2	2.0	±2.0	
Other Race/Ethnicity	98	±2	2	4	94	±8	6.0	±6.0	
Enlisted	97	±2	1	3	96	±2	4.0	±2.0	
E1 – E4	96	±2	1	3	96	±4	4.0	±4.0	
E5 – E9	97	±2	1	4	95	±2	5.0	±2.0	
Officers	99	±2	1	1	97	±4	3.0	±3.0	
USCGR	97	±2	1	4	95	±3	5.0	±3.0	
White	98	±2	1	3	96	±3	4.0	±3.0	
Total Minority	96	±4	1	4	95	±5	5.0	±5.0	
Black	100	±0	NR	8	92	±22	8.0	±22.0	
Hispanic	95	±5	2	4	94	±8	6.0	±7.0	
Other Race/Ethnicity	95	±7	1	3	97	±9	3.0	±8.0	
Enlisted	97	±2	1	4	95	±3	5.0	±3.0	
E1 – E4	97	±3	1	6	93	±6	7.0	±6.0	
E5 – E9	98	±3	1	3	97	±4	3.0	±4.0	
Officers	98	±2	2	2	96	±4	4.0	±4.0	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

64. During the past 12 months, did any of the following happen to you?**t. You were harassed by armed forces police.**

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	1	2	97	±1	3.0	±1.0	
Enlisted	97	±1	1	2	97	±1	3.0	±1.0	
E1 – E4	97	±2	1	2	97	±2	3.0	±2.0	
E5 – E9	97	±1	1	1	98	±1	2.0	±1.0	
Officers	98	±1	1	1	98	±2	2.0	±2.0	
O1 – O3	99	±1	1	2	97	±3	3.0	±3.0	
O4 – O6	97	±2	1	1	98	±2	2.0	±2.0	
Male	97	±1	1	2	97	±1	3.0	±1.0	
Female	96	±2	1	1	98	±1	2.0	±1.0	
White	98	±1	1	1	98	±1	2.0	±1.0	
Total Minority	97	±1	2	2	96	±1	4.0	±1.0	
Black	96	±1	2	2	96	±2	4.0	±2.0	
Hispanic	97	±1	2	2	96	±3	4.0	±3.0	
AIAN	97	±4	1	1	98	±2	2.0	±2.0	
Asian	98	±1	1	3	96	±3	4.0	±3.0	
NHPI	93	±7	1	2	96	±5	4.0	±5.0	
Two or More Races	97	±2	2	2	96	±4	4.0	±4.0	
AGR/FTS/AR	98	±1	1	1	98	±2	2.0	±2.0	
Other Selected Reserve	97	±1	1	2	97	±1	3.0	±1.0	
Reserve Unit	97	±1	1	2	97	±1	3.0	±1.0	
Military Technician	98	±1	1	1	98	±1	2.0	±1.0	
IMA	98	±1	1	1	99	±1	1.0	±1.0	
Not Activated Past 12 Months	97	±1	1	2	97	±1	3.0	±1.0	
Activated Past 12 Months	98	±1	1	2	97	±2	3.0	±2.0	
Not Deployed Past 12 Months	97	±1	1	2	97	±1	3.0	±1.0	
Deployed Past 12 Months	97	±2	1	2	98	±2	2.0	±2.0	
ARNG	97	±1	1	1	98	±2	2.0	±2.0	
White	98	±2	1	1	98	±2	2.0	±2.0	
Total Minority	97	±1	3	1	96	±3	4.0	±3.0	
Black	97	±2	1	1	97	±3	3.0	±3.0	
Hispanic	97	±2	4	1	95	±7	5.0	±6.0	
Other Race/Ethnicity	98	±2	2	3	96	±5	4.0	±5.0	
Enlisted	97	±2	1	1	98	±2	2.0	±2.0	
E1 – E4	97	±2	1	2	97	±3	3.0	±3.0	
E5 – E9	98	±1	1	0	99	±1	1.0	±1.0	
Officers	98	±2	1	1	98	±3	2.0	±3.0	
USAR	97	±2	1	2	97	±2	3.0	±2.0	
White	97	±2	0	2	98	±3	2.0	±3.0	
Total Minority	96	±2	2	2	96	±2	4.0	±2.0	
Black	95	±2	3	2	95	±3	5.0	±3.0	
Hispanic	97	±2	2	2	96	±3	4.0	±3.0	
Other Race/Ethnicity	97	±3	0	1	98	±2	2.0	±2.0	
Enlisted	97	±2	1	2	97	±2	3.0	±2.0	
E1 – E4	97	±2	1	3	97	±3	3.0	±3.0	
E5 – E9	97	±2	1	1	98	±2	2.0	±2.0	
Officers	97	±2	1	3	96	±4	4.0	±4.0	

Note. Percent responding are Reserve component members who answered the question.

64t. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
USNR	97	±2	1	2	96	±2	4.0	±2.0	
White	97	±2	1	2	97	±3	3.0	±3.0	
Total Minority	97	±1	2	3	95	±2	5.0	±2.0	
Black	95	±3	2	3	95	±3	5.0	±3.0	
Hispanic	98	±2	1	3	96	±3	4.0	±3.0	
Other Race/Ethnicity	98	±1	2	5	93	±8	7.0	±7.0	
Enlisted	97	±2	2	3	96	±2	4.0	±2.0	
E1 – E4	98	±2	2	6	92	±6	8.0	±6.0	
E5 – E9	97	±2	1	2	97	±2	3.0	±2.0	
Officers	98	±2	1	1	99	±3	1.0	±3.0	
USMCR	97	±2	1	4	95	±3	5.0	±3.0	
White	99	±2	1	3	96	±4	4.0	±4.0	
Total Minority	95	±4	2	5	94	±6	6.0	±5.0	
Black	97	±3	3	1	96	±5	4.0	±5.0	
Hispanic	96	±5	1	4	94	±8	6.0	±7.0	
Other Race/Ethnicity	91	±12	2	9	90	±21	10.0	±19.0	
Enlisted	97	±2	1	4	95	±4	5.0	±3.0	
E1 – E4	97	±3	1	4	95	±5	5.0	±5.0	
E5 – E9	98	±2	2	4	94	±5	6.0	±5.0	
Officers	98	±2	1	1	98	±2	2.0	±2.0	
ANG	98	±1	0	1	99	±1	1.0	±1.0	
White	98	±1	0	1	99	±1	1.0	±1.0	
Total Minority	97	±1	1	1	98	±1	2.0	±1.0	
Black	95	±2	1	1	99	±2	1.0	±2.0	
Hispanic	98	±2	1	1	98	±3	2.0	±3.0	
Other Race/Ethnicity	98	±2	1	0	99	±2	1.0	±2.0	
Enlisted	97	±1	1	1	98	±1	2.0	±1.0	
E1 – E4	97	±2	1	1	98	±3	2.0	±3.0	
E5 – E9	98	±1	0	1	99	±1	1.0	±1.0	
Officers	99	±2	0	0	100	±2	0.0	±2.0	
USAFR	97	±1	1	1	98	±2	2.0	±2.0	
White	98	±2	1	1	98	±2	2.0	±2.0	
Total Minority	96	±2	2	1	97	±2	3.0	±2.0	
Black	95	±2	2	1	97	±2	3.0	±2.0	
Hispanic	98	±2	1	1	98	±2	2.0	±2.0	
Other Race/Ethnicity	97	±2	3	1	97	±8	3.0	±7.0	
Enlisted	97	±2	1	1	98	±2	2.0	±2.0	
E1 – E4	96	±3	2	1	97	±4	3.0	±4.0	
E5 – E9	97	±2	1	1	98	±2	2.0	±2.0	
Officers	98	±2	2	0	98	±4	2.0	±4.0	
USCGR	97	±2	1	1	98	±2	2.0	±2.0	
White	97	±2	1	1	98	±2	2.0	±2.0	
Total Minority	96	±4	1	2	97	±3	3.0	±3.0	
Black	98	±4	NR	4	96	±9	4.0	±9.0	
Hispanic	95	±5	2	1	97	±4	3.0	±4.0	
Other Race/Ethnicity	96	±7	1	2	97	±11	3.0	±9.0	
Enlisted	97	±2	1	1	98	±2	2.0	±2.0	
E1 – E4	97	±3	1	2	97	±5	3.0	±5.0	
E5 – E9	97	±3	1	0	99	±2	1.0	±2.0	
Officers	97	±2	2	0	98	±4	2.0	±4.0	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

64. During the past 12 months, did any of the following happen to you?**u. You had other bothersome experiences at your military job.**



















































1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	2	9	89	±1	11.0	±1.0	
Enlisted	97	±1	2	9	89	±2	11.0	±2.0	
E1 – E4	96	±2	1	9	89	±3	11.0	±3.0	
E5 – E9	98	±1	2	9	89	±2	11.0	±2.0	
Officers	97	±1	2	8	90	±2	10.0	±2.0	
O1 – O3	98	±2	2	7	91	±4	9.0	±4.0	
O4 – O6	97	±2	2	8	90	±3	10.0	±3.0	
Male	97	±1	2	8	90	±2	10.0	±2.0	
Female	96	±2	3	11	86	±3	14.0	±3.0	
White	97	±1	1	8	91	±2	9.0	±2.0	
Total Minority	96	±1	3	10	87	±2	13.0	±2.0	
Black	96	±1	5	9	86	±2	14.0	±2.0	
Hispanic	96	±2	2	8	89	±2	11.0	±2.0	
AIAN	96	±5	2	17	82	±18	18.0	±17.0	
Asian	97	±1	3	8	88	±4	12.0	±4.0	
NHPI	97	±3	1	6	93	±5	7.0	±5.0	
Two or More Races	98	±1	3	17	80	±10	20.0	±9.0	
AGR/FTS/AR	97	±2	3	10	87	±3	13.0	±3.0	
Other Selected Reserve	97	±1	2	8	90	±2	10.0	±2.0	
Reserve Unit	97	±1	2	8	90	±2	10.0	±2.0	
Military Technician	98	±1	2	7	91	±3	9.0	±3.0	
IMA	98	±1	1	7	92	±2	8.0	±2.0	
Not Activated Past 12 Months	97	±1	2	8	90	±2	10.0	±2.0	
Activated Past 12 Months	97	±1	2	11	87	±3	13.0	±3.0	
Not Deployed Past 12 Months	97	±1	2	8	90	±2	10.0	±2.0	
Deployed Past 12 Months	97	±2	2	13	85	±4	15.0	±4.0	
ARNG	97	±2	2	9	89	±2	11.0	±2.0	
White	97	±2	1	9	90	±3	10.0	±3.0	
Total Minority	97	±2	4	10	86	±3	14.0	±3.0	
Black	96	±2	5	10	85	±5	15.0	±5.0	
Hispanic	96	±2	3	7	90	±4	10.0	±4.0	
Other Race/Ethnicity	98	±2	4	16	81	±10	19.0	±10.0	
Enlisted	97	±2	2	9	89	±3	11.0	±3.0	
E1 – E4	96	±3	1	10	89	±5	11.0	±5.0	
E5 – E9	98	±1	3	9	89	±3	11.0	±3.0	
Officers	97	±2	2	6	92	±4	8.0	±4.0	
USAR	97	±2	2	9	88	±3	12.0	±3.0	
White	97	±2	2	8	90	±4	10.0	±4.0	
Total Minority	96	±2	4	10	86	±3	14.0	±3.0	
Black	96	±2	6	10	85	±4	15.0	±4.0	
Hispanic	95	±4	2	9	89	±4	11.0	±4.0	
Other Race/Ethnicity	97	±2	1	14	85	±9	15.0	±9.0	
Enlisted	97	±2	2	9	88	±3	12.0	±3.0	
E1 – E4	96	±3	2	8	89	±5	11.0	±5.0	
E5 – E9	98	±1	3	10	88	±3	12.0	±3.0	
Officers	97	±3	3	11	87	±5	13.0	±5.0	

Note. Percent responding are Reserve component members who answered the question.

64u. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
USNR	97	±2	2	9	90	±3	10.0	±3.0	
White	98	±2	1	8	91	±4	9.0	±4.0	
Total Minority	96	±2	3	9	88	±3	12.0	±3.0	
Black	94	±3	3	7	90	±4	10.0	±4.0	
Hispanic	96	±3	1	11	88	±5	12.0	±5.0	
Other Race/Ethnicity	97	±2	5	10	85	±7	15.0	±7.0	
Enlisted	97	±2	2	10	88	±3	12.0	±3.0	
E1 – E4	97	±2	2	11	87	±7	13.0	±7.0	
E5 – E9	96	±2	2	9	89	±4	11.0	±4.0	
Officers	98	±2	2	5	93	±4	7.0	±4.0	
USMCR	98	±2	2	9	88	±4	12.0	±4.0	
White	99	±2	2	9	89	±6	11.0	±6.0	
Total Minority	96	±3	3	10	87	±6	13.0	±5.0	
Black	96	±3	5	7	88	±6	12.0	±6.0	
Hispanic	96	±5	2	11	88	±8	12.0	±8.0	
Other Race/Ethnicity	97	±3	2	14	84	±16	16.0	±15.0	
Enlisted	98	±2	2	10	88	±5	12.0	±5.0	
E1 – E4	98	±2	1	11	88	±6	12.0	±6.0	
E5 – E9	98	±2	5	8	87	±7	13.0	±6.0	
Officers	99	±2	1	4	95	±3	5.0	±3.0	
ANG	98	±1	1	7	92	±2	8.0	±2.0	
White	98	±1	1	7	92	±2	8.0	±2.0	
Total Minority	97	±1	2	6	92	±2	8.0	±2.0	
Black	96	±2	4	6	90	±3	10.0	±3.0	
Hispanic	98	±1	1	7	92	±4	8.0	±4.0	
Other Race/Ethnicity	98	±2	2	4	94	±3	6.0	±3.0	
Enlisted	97	±1	1	7	92	±2	8.0	±2.0	
E1 – E4	96	±3	2	3	95	±4	5.0	±4.0	
E5 – E9	98	±1	1	8	91	±2	9.0	±2.0	
Officers	100	±1	1	9	91	±4	9.0	±4.0	
USAFR	97	±2	2	7	91	±2	9.0	±2.0	
White	96	±2	1	7	92	±3	8.0	±3.0	
Total Minority	97	±2	2	8	90	±3	10.0	±3.0	
Black	96	±2	3	9	88	±4	12.0	±4.0	
Hispanic	98	±2	1	8	91	±5	9.0	±5.0	
Other Race/Ethnicity	98	±2	3	5	91	±7	9.0	±5.0	
Enlisted	97	±2	2	7	91	±2	9.0	±2.0	
E1 – E4	96	±3	2	6	92	±4	8.0	±4.0	
E5 – E9	97	±2	2	8	91	±3	9.0	±3.0	
Officers	96	±3	2	7	91	±5	9.0	±5.0	
USCGR	97	±2	1	5	93	±3	7.0	±3.0	
White	98	±2	1	6	93	±3	7.0	±3.0	
Total Minority	96	±4	2	5	94	±3	6.0	±3.0	
Black	98	±4	2	9	89	±11	11.0	±11.0	
Hispanic	95	±5	2	4	94	±4	6.0	±4.0	
Other Race/Ethnicity	95	±7	1	4	96	±8	4.0	±8.0	
Enlisted	97	±2	1	5	94	±3	6.0	±3.0	
E1 – E4	98	±3	1	5	93	±6	7.0	±6.0	
E5 – E9	97	±3	1	5	94	±4	6.0	±4.0	
Officers	97	±2	3	6	92	±5	8.0	±5.0	

Note. Percent responding are Reserve component members who answered the question.

65. Do you consider ANY of the behaviors which you marked in the previous question to have been...**a. Racial/ethnic discrimination?**

1. None

2. Some

3. All

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	45	±2	87	11	2	±2
Enlisted	45	±2	87	11	2	±2
E1 – E4	43	±4	88	10	2	±4
E5 – E9	47	±2	86	11	3	±2
Officers	41	±3	88	10	2	±3
O1 – O3	44	±5	89	9	2	±5
O4 – O6	38	±4	86	10	3	±5
Male	44	±2	88	10	2	±2
Female	46	±4	83	14	3	±4
White	42	±3	93	5	2	±2
Total Minority	49	±2	77	20	4	±3
Black	51	±3	73	23	4	±4
Hispanic	47	±3	81	16	3	±4
AIAN	54	±13	86	11	3	±14
Asian	44	±4	75	20	5	±6
NHPI	37	±10	88	9	3	±7
Two or More Races	58	±8	78	20	2	±12
AGR/FTS/AR	47	±4	88	10	2	±3
Other Selected Reserve	44	±2	87	11	2	±2
Reserve Unit	44	±2	87	11	2	±2
Military Technician	41	±4	87	11	2	±5
IMA	38	±3	90	9	1	±3
Not Activated Past 12 Months	42	±2	87	11	2	±2
Activated Past 12 Months	53	±4	86	11	2	±3
Not Deployed Past 12 Months	43	±2	87	10	2	±2
Deployed Past 12 Months	55	±5	86	12	2	±4
ARNG	47	±3	88	10	2	±3
White	44	±4	93	5	2	±4
Total Minority	52	±4	77	20	3	±5
Black	54	±5	73	26	1	±7
Hispanic	50	±7	81	16	3	±8
Other Race/Ethnicity	53	±8	80	16	4	±9
Enlisted	47	±4	87	11	2	±3
E1 – E4	44	±6	89	10	1	±6
E5 – E9	50	±4	86	11	3	±4
Officers	45	±6	91	6	2	±5
USAR	51	±4	83	14	3	±4
White	50	±6	89	9	2	±5
Total Minority	52	±3	75	20	5	±5
Black	52	±5	72	21	7	±6
Hispanic	48	±5	78	17	4	±7
Other Race/Ethnicity	56	±8	75	23	3	±14
Enlisted	51	±4	84	13	4	±4
E1 – E4	46	±6	84	12	3	±7
E5 – E9	57	±4	83	14	4	±4
Officers	48	±6	78	19	2	±8

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q64).

65a. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
USNR	44	±4	90	9	1	±3
White	40	±5	98	2	0	±4
Total Minority	50	±4	79	18	2	±4
Black	49	±5	80	17	3	±6
Hispanic	49	±6	83	17	0	±6
Other Race/Ethnicity	52	±6	75	22	3	±9
Enlisted	47	±4	89	10	1	±3
E1 – E4	47	±8	86	12	1	±7
E5 – E9	47	±5	90	10	1	±3
Officers	33	±6	94	4	2	±5
USMCR	43	±5	88	10	2	±6
White	41	±7	93	7	0	±8
Total Minority	47	±6	81	15	4	±10
Black	53	±10	77	12	NR	±20
Hispanic	45	±9	82	15	2	±16
Other Race/Ethnicity	46	±13	82	18	0	±13
Enlisted	44	±6	88	11	2	±7
E1 – E4	43	±8	89	9	2	±9
E5 – E9	47	±6	86	14	1	±9
Officers	35	±5	93	6	1	±5
ANG	33	±3	92	6	2	±2
White	32	±3	97	2	1	±3
Total Minority	35	±3	77	19	4	±4
Black	36	±4	62	28	10	±7
Hispanic	37	±6	85	14	1	±6
Other Race/Ethnicity	31	±5	84	15	1	±7
Enlisted	33	±3	92	7	2	±3
E1 – E4	25	±5	94	4	2	±6
E5 – E9	36	±3	91	7	2	±3
Officers	29	±6	93	3	4	±8
USAFR	36	±3	90	8	2	±3
White	34	±4	97	1	2	±4
Total Minority	40	±4	79	19	2	±5
Black	44	±5	73	25	2	±7
Hispanic	37	±7	84	15	1	±10
Other Race/Ethnicity	36	±6	88	10	2	±6
Enlisted	36	±3	89	9	2	±3
E1 – E4	30	±5	95	4	0	±5
E5 – E9	39	±4	87	11	2	±4
Officers	34	±6	94	4	2	±6
USCGR	36	±4	93	5	1	±4
White	35	±5	98	0	2	±4
Total Minority	37	±7	80	20	0	±9
Black	38	±16	NR	NR	NR	
Hispanic	35	±8	87	13	0	±9
Other Race/Ethnicity	39	±12	90	10	NR	±11
Enlisted	36	±5	94	5	2	±4
E1 – E4	37	±8	91	7	1	±9
E5 – E9	35	±6	96	3	2	±5
Officers	36	±6	90	10	0	±7

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q64).

NR: Not reportable

65. Do you consider ANY of the behaviors which you marked in the previous question to have been...
b. Sex discrimination?

1. None

2. Some

3. All

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	44	±2	89	9	2	±2
Enlisted	45	±2	89	9	2	±2
E1 – E4	42	±4	89	9	2	±4
E5 – E9	47	±2	89	9	2	±2
Officers	41	±3	87	10	3	±4
O1 – O3	44	±5	89	10	1	±6
O4 – O6	38	±4	86	10	4	±5
Male	44	±2	94	5	1	±2
Female	46	±4	65	29	6	±5
White	42	±3	90	8	2	±3
Total Minority	49	±2	86	12	2	±2
Black	50	±3	84	14	2	±3
Hispanic	47	±3	88	9	3	±3
AIAN	53	±13	94	5	1	±6
Asian	44	±4	90	7	4	±6
NHPI	37	±10	85	13	2	±10
Two or More Races	58	±8	82	18	0	±13
AGR/FTS/AR	47	±4	86	11	2	±4
Other Selected Reserve	44	±2	89	9	2	±2
Reserve Unit	44	±2	89	9	2	±2
Military Technician	41	±4	84	13	3	±6
IMA	38	±3	89	9	1	±3
Not Activated Past 12 Months	42	±2	90	9	2	±2
Activated Past 12 Months	52	±4	86	11	2	±4
Not Deployed Past 12 Months	43	±2	89	9	2	±2
Deployed Past 12 Months	55	±5	85	11	3	±5
ARNG	46	±3	88	10	2	±3
White	44	±4	89	9	2	±5
Total Minority	52	±4	86	12	2	±4
Black	54	±5	84	15	2	±6
Hispanic	49	±7	90	8	2	±5
Other Race/Ethnicity	53	±8	84	13	3	±14
Enlisted	47	±4	88	10	2	±4
E1 – E4	44	±6	87	11	2	±7
E5 – E9	50	±4	88	9	2	±4
Officers	45	±6	88	10	2	±7
USAR	50	±4	88	10	2	±3
White	50	±6	92	7	1	±5
Total Minority	51	±3	84	13	3	±4
Black	51	±5	82	15	3	±5
Hispanic	47	±5	85	11	4	±7
Other Race/Ethnicity	56	±8	87	12	1	±13
Enlisted	51	±4	89	10	1	±4
E1 – E4	46	±6	91	8	1	±6
E5 – E9	56	±4	87	11	2	±4
Officers	48	±6	85	12	3	±7

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q64).

65b. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
USNR	44	±4	93	6	1	±3
White	40	±5	97	3	0	±4
Total Minority	50	±4	88	10	2	±4
Black	50	±5	89	9	2	±6
Hispanic	49	±6	89	10	1	±5
Other Race/Ethnicity	52	±6	86	12	2	±8
Enlisted	47	±4	93	6	1	±3
E1 – E4	47	±8	92	6	2	±5
E5 – E9	47	±5	93	6	1	±3
Officers	33	±6	92	6	1	±8
USMCR	43	±5	91	7	3	±6
White	41	±7	95	5	0	±8
Total Minority	47	±6	84	9	6	±12
Black	53	±10	83	7	NR	±23
Hispanic	45	±9	84	10	6	±17
Other Race/Ethnicity	46	±13	87	12	1	±12
Enlisted	44	±6	91	7	3	±6
E1 – E4	43	±8	90	7	3	±9
E5 – E9	48	±6	93	6	1	±4
Officers	35	±5	92	6	2	±5
ANG	33	±3	88	10	3	±3
White	32	±3	87	10	3	±4
Total Minority	34	±3	89	8	3	±3
Black	36	±4	87	9	5	±6
Hispanic	36	±6	88	9	2	±7
Other Race/Ethnicity	31	±5	93	6	1	±4
Enlisted	33	±3	89	9	2	±4
E1 – E4	25	±5	90	8	2	±9
E5 – E9	36	±3	88	9	3	±4
Officers	29	±6	81	14	5	±10
USAFR	36	±3	90	8	2	±3
White	34	±4	90	7	2	±5
Total Minority	40	±4	89	10	1	±4
Black	44	±5	87	12	1	±5
Hispanic	37	±7	91	9	0	±11
Other Race/Ethnicity	35	±6	92	7	1	±6
Enlisted	36	±3	91	8	1	±4
E1 – E4	30	±5	96	4	1	±5
E5 – E9	39	±4	89	10	1	±5
Officers	34	±6	88	8	4	±9
USCGR	36	±4	94	5	1	±4
White	35	±5	95	4	1	±5
Total Minority	37	±7	92	8	0	±6
Black	38	±16	NR	NR	NR	
Hispanic	36	±8	92	8	0	±7
Other Race/Ethnicity	39	±12	95	5	NR	±9
Enlisted	36	±5	95	5	1	±4
E1 – E4	37	±8	90	9	1	±10
E5 – E9	35	±6	97	3	0	±3
Officers	36	±6	93	6	1	±6

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q64).

NR: Not reportable

65. Do you consider ANY of the behaviors which you marked in the previous question to have been...

c. Age discrimination?

1. None

2. Some

3. All

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	45	±2	85	14	1	±2
Enlisted	45	±2	84	14	2	±3
E1 – E4	43	±4	81	18	1	±5
E5 – E9	47	±2	86	12	2	±2
Officers	41	±3	88	11	1	±4
O1 – O3	44	±5	90	10	0	±6
O4 – O6	38	±4	87	11	1	±5
Male	44	±2	86	13	1	±3
Female	47	±4	80	19	2	±5
White	42	±3	84	14	1	±3
Total Minority	49	±2	85	13	2	±3
Black	51	±3	87	11	2	±3
Hispanic	47	±3	84	14	2	±4
AIAN	53	±13	88	10	1	±10
Asian	44	±4	90	9	1	±3
NHPI	37	±11	76	22	2	±12
Two or More Races	57	±8	76	23	2	±14
AGR/FTS/AR	47	±4	90	8	2	±3
Other Selected Reserve	44	±2	84	15	1	±3
Reserve Unit	44	±2	84	15	1	±3
Military Technician	41	±4	80	18	2	±5
IMA	38	±3	89	9	2	±4
Not Activated Past 12 Months	42	±2	85	14	1	±3
Activated Past 12 Months	53	±4	84	15	1	±4
Not Deployed Past 12 Months	43	±2	85	13	2	±3
Deployed Past 12 Months	55	±5	81	18	1	±6
ARNG	47	±3	81	17	1	±4
White	44	±4	80	19	1	±6
Total Minority	53	±4	84	14	2	±5
Black	54	±5	85	14	1	±6
Hispanic	51	±7	85	12	3	±8
Other Race/Ethnicity	53	±8	80	17	2	±13
Enlisted	47	±4	80	18	2	±5
E1 – E4	44	±6	75	24	1	±9
E5 – E9	50	±4	84	14	2	±4
Officers	44	±6	89	10	0	±7
USAR	50	±4	86	13	1	±4
White	50	±6	88	11	1	±6
Total Minority	51	±3	84	14	2	±4
Black	52	±5	88	10	2	±4
Hispanic	47	±5	80	18	2	±7
Other Race/Ethnicity	55	±8	81	18	1	±15
Enlisted	51	±4	86	13	1	±4
E1 – E4	46	±6	86	13	1	±8
E5 – E9	56	±4	86	12	2	±4
Officers	48	±6	85	13	1	±8

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q64).

65c. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
USNR	44	±4	90	10	1	±4
White	40	±5	90	10	0	±7
Total Minority	49	±4	89	9	1	±3
Black	48	±5	90	7	2	±5
Hispanic	49	±6	89	11	0	±6
Other Race/Ethnicity	52	±6	89	10	2	±6
Enlisted	47	±4	89	10	1	±4
E1 – E4	46	±8	86	13	1	±9
E5 – E9	47	±5	90	10	1	±5
Officers	33	±6	94	6	0	±7
USMCR	43	±5	92	6	2	±5
White	41	±7	96	3	0	±6
Total Minority	47	±6	86	10	4	±11
Black	53	±10	84	6	NR	±24
Hispanic	45	±9	86	12	1	±13
Other Race/Ethnicity	46	±13	88	10	1	±11
Enlisted	44	±6	92	6	2	±5
E1 – E4	43	±8	92	7	2	±8
E5 – E9	47	±6	94	5	1	±4
Officers	35	±5	94	5	1	±5
ANG	32	±3	87	11	2	±4
White	32	±3	87	11	2	±4
Total Minority	34	±3	87	10	3	±4
Black	35	±4	88	8	4	±7
Hispanic	36	±6	89	9	2	±5
Other Race/Ethnicity	31	±5	83	15	2	±8
Enlisted	33	±3	86	11	2	±4
E1 – E4	24	±5	88	12	0	±10
E5 – E9	36	±3	86	11	3	±4
Officers	29	±6	91	9	0	±8
USAFR	36	±3	88	10	2	±4
White	33	±4	88	9	3	±5
Total Minority	40	±4	87	12	2	±5
Black	44	±5	90	8	2	±5
Hispanic	37	±7	81	18	1	±12
Other Race/Ethnicity	35	±6	87	12	1	±13
Enlisted	36	±3	88	10	2	±4
E1 – E4	30	±5	91	9	1	±8
E5 – E9	39	±4	87	10	3	±5
Officers	34	±6	86	12	2	±10
USCGR	36	±4	94	6	1	±4
White	35	±5	95	4	1	±5
Total Minority	37	±7	89	10	1	±7
Black	38	±16	79	21	NR	±24
Hispanic	36	±8	91	7	2	±11
Other Race/Ethnicity	39	±12	90	10	NR	±13
Enlisted	36	±5	93	6	1	±5
E1 – E4	37	±8	90	8	2	±10
E5 – E9	35	±6	95	5	0	±5
Officers	36	±6	97	3	0	±5

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q64).

NR: Not reportable

65. Do you consider ANY of the behaviors which you marked in the previous question to have been...

d. Religious discrimination?

1. None

2. Some

3. All

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	44	±2	95	4	1	±2
Enlisted	45	±2	95	4	1	±2
E1 – E4	42	±4	94	5	1	±3
E5 – E9	47	±2	96	3	1	±1
Officers	41	±3	96	3	0	±3
O1 – O3	44	±5	96	4	1	±5
O4 – O6	37	±4	96	3	0	±3
Male	44	±2	95	4	1	±2
Female	46	±4	96	4	0	±3
White	42	±3	96	3	1	±2
Total Minority	49	±2	95	4	1	±2
Black	51	±3	95	4	1	±2
Hispanic	46	±3	95	5	1	±2
AIAN	53	±13	97	2	0	±4
Asian	44	±4	94	6	1	±4
NHPI	37	±10	96	2	2	±8
Two or More Races	56	±8	95	5	0	±6
AGR/FTS/AR	47	±4	95	4	1	±3
Other Selected Reserve	44	±2	95	4	1	±2
Reserve Unit	44	±2	95	4	1	±2
Military Technician	40	±4	95	4	1	±3
IMA	38	±3	97	3	1	±2
Not Activated Past 12 Months	42	±2	96	4	1	±2
Activated Past 12 Months	53	±4	95	5	1	±3
Not Deployed Past 12 Months	43	±2	96	3	1	±2
Deployed Past 12 Months	55	±5	93	6	1	±5
ARNG	47	±3	95	5	1	±3
White	44	±4	94	5	1	±4
Total Minority	52	±4	95	4	1	±3
Black	54	±5	93	6	0	±5
Hispanic	50	±7	97	2	0	±2
Other Race/Ethnicity	53	±8	94	5	1	±5
Enlisted	47	±4	95	4	1	±3
E1 – E4	44	±6	93	6	1	±6
E5 – E9	50	±4	96	3	1	±2
Officers	44	±6	94	6	0	±6
USAR	50	±4	97	3	0	±2
White	50	±6	97	2	0	±5
Total Minority	51	±3	96	4	1	±2
Black	51	±5	96	3	1	±3
Hispanic	47	±5	94	5	1	±5
Other Race/Ethnicity	55	±8	97	3	0	±4
Enlisted	50	±4	96	3	0	±3
E1 – E4	46	±6	96	4	0	±6
E5 – E9	56	±4	97	3	1	±2
Officers	48	±6	98	2	0	±4

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q64).

65d. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
USNR	44	±4	96	4	1	±3
White	40	±5	97	3	0	±4
Total Minority	50	±4	93	6	1	±4
Black	49	±5	95	3	2	±4
Hispanic	48	±6	94	6	0	±5
Other Race/Ethnicity	52	±6	90	9	1	±13
Enlisted	47	±4	95	4	1	±3
E1 – E4	47	±8	93	6	1	±8
E5 – E9	47	±5	96	4	0	±4
Officers	33	±6	97	2	0	±6
USMCR	43	±5	93	5	1	±6
White	41	±7	97	3	0	±6
Total Minority	47	±6	88	9	3	±13
Black	53	±10	NR	5	NR	±7
Hispanic	45	±9	89	11	0	±19
Other Race/Ethnicity	45	±13	90	10	0	±11
Enlisted	44	±6	93	5	1	±6
E1 – E4	43	±8	94	5	2	±9
E5 – E9	47	±6	92	7	1	±10
Officers	35	±5	95	4	1	±4
ANG	32	±3	96	3	1	±2
White	32	±3	97	3	0	±3
Total Minority	34	±3	95	3	2	±3
Black	36	±4	96	2	2	±4
Hispanic	36	±6	92	6	2	±12
Other Race/Ethnicity	31	±5	98	2	1	±3
Enlisted	33	±3	96	3	1	±3
E1 – E4	25	±5	96	4	0	±9
E5 – E9	36	±3	96	3	1	±3
Officers	29	±6	97	2	2	±9
USAFR	36	±3	97	2	1	±3
White	34	±4	98	1	1	±3
Total Minority	40	±4	95	4	1	±5
Black	44	±5	96	2	1	±4
Hispanic	37	±7	94	6	0	±13
Other Race/Ethnicity	35	±6	94	5	1	±17
Enlisted	36	±3	97	2	1	±3
E1 – E4	30	±5	98	2	0	±10
E5 – E9	39	±4	97	2	1	±3
Officers	34	±6	96	3	2	±8
USCGR	35	±4	98	1	0	±4
White	35	±5	98	2	0	±5
Total Minority	36	±7	99	1	1	±4
Black	38	±16	96	4	NR	±20
Hispanic	35	±8	99	0	1	±6
Other Race/Ethnicity	39	±12	NR	NR	NR	
Enlisted	35	±5	98	1	0	±5
E1 – E4	37	±8	NR	NR	NR	
E5 – E9	34	±6	97	2	0	±7
Officers	36	±6	99	1	0	±6

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q64).

NR: Not reportable

65. Do you consider ANY of the behaviors which you marked in the previous question to have been...**e. Other type of discrimination?**

1. None

2. Some

3. All

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	45	±2	85	12	3	±2
Enlisted	45	±2	85	12	3	±2
E1 – E4	43	±4	86	11	3	±4
E5 – E9	47	±2	84	12	3	±2
Officers	41	±3	85	13	2	±4
O1 – O3	44	±5	88	12	0	±6
O4 – O6	37	±4	84	13	4	±5
Male	44	±2	86	12	3	±2
Female	46	±4	83	13	4	±4
White	42	±3	87	11	3	±3
Total Minority	49	±2	82	14	3	±3
Black	51	±3	82	15	3	±3
Hispanic	47	±3	85	12	3	±3
AIAN	53	±13	87	10	2	±14
Asian	44	±4	83	15	2	±6
NHPI	37	±11	79	13	8	±19
Two or More Races	57	±8	73	21	6	±16
AGR/FTS/AR	47	±4	84	12	4	±4
Other Selected Reserve	44	±2	85	12	3	±2
Reserve Unit	44	±2	85	12	3	±2
Military Technician	41	±4	84	13	4	±5
IMA	38	±3	81	14	5	±4
Not Activated Past 12 Months	42	±2	86	11	3	±2
Activated Past 12 Months	53	±4	83	13	3	±4
Not Deployed Past 12 Months	43	±2	86	12	3	±2
Deployed Past 12 Months	55	±5	83	14	4	±5
ARNG	47	±3	85	13	3	±4
White	44	±4	86	11	2	±5
Total Minority	52	±4	81	15	3	±5
Black	54	±5	80	18	1	±6
Hispanic	50	±7	87	10	3	±5
Other Race/Ethnicity	53	±8	73	19	8	±17
Enlisted	47	±4	84	13	3	±4
E1 – E4	44	±6	86	12	2	±7
E5 – E9	50	±4	84	13	3	±4
Officers	44	±6	86	13	1	±7
USAR	51	±4	86	11	3	±4
White	50	±6	87	10	3	±6
Total Minority	51	±3	84	13	4	±4
Black	52	±5	82	12	5	±5
Hispanic	48	±5	84	13	3	±6
Other Race/Ethnicity	56	±8	86	13	1	±8
Enlisted	51	±4	86	10	3	±4
E1 – E4	47	±6	88	9	4	±7
E5 – E9	56	±4	85	12	3	±4
Officers	48	±6	82	15	3	±8

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q64).

65e. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
USNR	43	±4	86	11	2	±4
White	40	±5	90	8	2	±7
Total Minority	49	±4	82	15	2	±5
Black	48	±5	87	11	3	±6
Hispanic	49	±6	84	15	1	±9
Other Race/Ethnicity	52	±6	74	21	4	±13
Enlisted	46	±4	86	12	2	±5
E1 – E4	46	±8	85	12	4	±13
E5 – E9	46	±5	86	12	2	±6
Officers	33	±6	90	8	2	±8
USMCR	43	±5	86	11	3	±6
White	41	±7	90	9	1	±9
Total Minority	47	±6	80	15	5	±10
Black	54	±10	80	10	NR	±21
Hispanic	45	±9	85	11	4	±13
Other Race/Ethnicity	45	±13	68	30	2	±24
Enlisted	44	±6	86	12	2	±7
E1 – E4	43	±8	85	12	2	±10
E5 – E9	46	±6	87	11	3	±5
Officers	35	±5	90	7	3	±6
ANG	33	±3	85	12	4	±4
White	32	±3	85	11	3	±5
Total Minority	35	±3	83	13	4	±4
Black	37	±4	82	16	3	±6
Hispanic	36	±6	81	13	5	±8
Other Race/Ethnicity	31	±5	87	10	3	±5
Enlisted	33	±3	84	12	4	±4
E1 – E4	25	±5	90	9	2	±10
E5 – E9	36	±3	83	13	4	±4
Officers	29	±6	89	8	2	±8
USAFR	36	±3	85	12	3	±4
White	34	±4	86	10	4	±6
Total Minority	40	±4	83	15	2	±5
Black	44	±5	84	13	2	±6
Hispanic	36	±6	82	16	2	±10
Other Race/Ethnicity	35	±6	81	18	1	±13
Enlisted	36	±3	85	12	3	±4
E1 – E4	30	±5	85	14	1	±9
E5 – E9	39	±4	85	11	4	±5
Officers	34	±6	84	13	3	±9
USCGR	36	±4	89	8	3	±5
White	35	±5	89	7	4	±6
Total Minority	37	±7	89	11	0	±6
Black	38	±16	88	12	NR	±19
Hispanic	35	±8	85	15	0	±10
Other Race/Ethnicity	39	±12	95	5	NR	±8
Enlisted	36	±5	90	7	3	±6
E1 – E4	37	±8	90	6	4	±11
E5 – E9	35	±6	91	7	2	±7
Officers	36	±6	80	17	3	±9

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q64).

NR: Not reportable

65. Assignment/Career Discrimination scale: Constructed from Q64e, Q64j-n, Q64q, and Q65a. Assignment/Career reflects the extent to which Reserve component members believe an aspect of their current military assignment or career progression was hampered because of their race/ethnicity.

	Percent Responding		Percentages	Max ME	Assignment/Career
			Incident Rate		
TOTAL DOD	100	±0	2	±1	
Enlisted	100	±0	2	±1	
E1 – E4	100	±0	1	±1	
E5 – E9	100	±0	2	±1	
Officers	100	±0	2	±2	
O1 – O3	100	±0	3	±2	
O4 – O6	100	±0	2	±2	
Male	100	±0	2	±1	
Female	100	±0	3	±1	
White	100	±0	1	±1	
Total Minority	100	±0	4	±1	
Black	100	±0	6	±2	
Hispanic	100	±0	3	±2	
AIAN	100	±0	1	±2	
Asian	100	±0	3	±2	
NHPI	100	±0	1	±2	
Two or More Races	100	±0	4	±3	
AGR/FTS/AR	100	±0	2	±1	
Other Selected Reserve	100	±0	2	±1	
Reserve Unit	100	±0	2	±1	
Military Technician	100	±0	2	±1	
IMA	100	±0	2	±1	
Not Activated Past 12 Months	100	±0	2	±1	
Activated Past 12 Months	100	±0	3	±1	
Not Deployed Past 12 Months	100	±0	2	±1	
Deployed Past 12 Months	100	±0	3	±2	
ARNG	100	±0	2	±1	
White	100	±0	1	±1	
Total Minority	100	±0	5	±2	
Black	100	±0	7	±3	
Hispanic	100	±0	3	±2	
Other Race/Ethnicity	100	±0	4	±3	
Enlisted	100	±0	2	±1	
E1 – E4	100	±0	1	±1	
E5 – E9	100	±0	2	±1	
Officers	100	±0	2	±2	
USAR	100	±0	4	±2	
White	100	±0	2	±2	
Total Minority	100	±0	5	±2	
Black	100	±0	6	±3	
Hispanic	100	±0	4	±3	
Other Race/Ethnicity	100	±0	2	±3	
Enlisted	100	±0	3	±2	
E1 – E4	100	±0	3	±3	
E5 – E9	100	±0	4	±2	
Officers	100	±0	5	±4	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q64/Q65a). The overall Cronbach's alpha = 0.87 (White = 0.86, Black = 0.87, Hispanic = 0.88, and Other Race/Ethnicity = 0.87). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

65. Continued	Percent Responding		Percentages	Max ME	Assignment/ Career
			Incident Rate		
USNR	100	±0	1	±1	
White	100	±0	0	±0	
Total Minority	100	±0	3	±2	
Black	100	±0	3	±3	
Hispanic	100	±0	2	±2	
Other Race/Ethnicity	100	±0	5	±5	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	1	±2	
E5 – E9	100	±0	1	±1	
Officers	100	±0	1	±2	
USMCR	100	±0	1	±2	
White	100	±0	1	±3	
Total Minority	100	±0	2	±1	
Black	100	±0	2	±3	
Hispanic	100	±0	2	±2	
Other Race/Ethnicity	100	±0	1	±3	
Enlisted	100	±0	1	±2	
E1 – E4	100	±0	0	±1	
E5 – E9	100	±0	4	±5	
Officers	100	±0	1	±2	
ANG	100	±0	1	±1	
White	100	±0	0	±1	
Total Minority	100	±0	3	±1	
Black	100	±0	7	±3	
Hispanic	100	±0	2	±2	
Other Race/Ethnicity	100	±0	2	±2	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	0	±1	
E5 – E9	100	±0	1	±1	
Officers	100	±0	1	±2	
USAFR	100	±0	2	±1	
White	100	±0	0	±1	
Total Minority	100	±0	4	±2	
Black	100	±0	5	±3	
Hispanic	100	±0	3	±5	
Other Race/Ethnicity	100	±0	2	±2	
Enlisted	100	±0	2	±1	
E1 – E4	100	±0	1	±2	
E5 – E9	100	±0	2	±2	
Officers	100	±0	1	±1	
USCGR	100	±0	1	±1	
White	100	±0	0	±2	
Total Minority	100	±0	2	±3	
Black	100	±0	8	±11	
Hispanic	100	±0	1	±4	
Other Race/Ethnicity	100	±0	1	±3	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	1	±3	
E5 – E9	100	±0	1	±2	
Officers	100	±0	1	±2	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q64/Q65a). The overall Cronbach's alpha = 0.87 (White = 0.86, Black = 0.87, Hispanic = 0.88, and Other Race/Ethnicity = 0.87). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

65. Evaluation Discrimination scale: Constructed from Q64a-d and Q65a. Evaluation reflects Reserve component members' perceptions that race/ethnicity influenced some aspect of their military performance evaluation.

	Percent Responding		Percentages	Max ME	Evaluation
			Incident Rate		
TOTAL DOD	100	±0	2	±1	
Enlisted	100	±0	2	±1	
E1 – E4	100	±0	1	±1	
E5 – E9	100	±0	2	±1	
Officers	100	±0	3	±2	
O1 – O3	100	±0	3	±3	
O4 – O6	100	±0	3	±2	
Male	100	±0	2	±1	
Female	100	±0	3	±1	
White	100	±0	1	±1	
Total Minority	100	±0	4	±1	
Black	100	±0	6	±2	
Hispanic	100	±0	3	±1	
AIAN	100	±0	1	±3	
Asian	100	±0	4	±3	
NHPI	100	±0	2	±2	
Two or More Races	100	±0	4	±3	
AGR/FTS/AR	100	±0	2	±1	
Other Selected Reserve	100	±0	2	±1	
Reserve Unit	100	±0	2	±1	
Military Technician	100	±0	2	±1	
IMA	100	±0	2	±1	
Not Activated Past 12 Months	100	±0	2	±1	
Activated Past 12 Months	100	±0	3	±1	
Not Deployed Past 12 Months	100	±0	2	±1	
Deployed Past 12 Months	100	±0	3	±2	
ARNG	100	±0	2	±1	
White	100	±0	1	±1	
Total Minority	100	±0	5	±2	
Black	100	±0	7	±3	
Hispanic	100	±0	3	±2	
Other Race/Ethnicity	100	±0	5	±4	
Enlisted	100	±0	2	±1	
E1 – E4	100	±0	1	±1	
E5 – E9	100	±0	2	±1	
Officers	100	±0	3	±3	
USAR	100	±0	3	±2	
White	100	±0	2	±2	
Total Minority	100	±0	5	±2	
Black	100	±0	7	±3	
Hispanic	100	±0	4	±3	
Other Race/Ethnicity	100	±0	3	±3	
Enlisted	100	±0	3	±2	
E1 – E4	100	±0	2	±3	
E5 – E9	100	±0	4	±2	
Officers	100	±0	5	±4	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q64/Q65a). The overall Cronbach's alpha = 0.81 (White = 0.80, Black = 0.82, Hispanic = 0.81, and Other Race/Ethnicity = 0.81). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

65. Continued	Percent Responding		Percentages	Max ME	Evaluation
			Incident Rate		
USNR	100	±0	1	±1	
White	100	±0	0	±0	
Total Minority	100	±0	3	±2	
Black	100	±0	4	±3	
Hispanic	100	±0	2	±2	
Other Race/Ethnicity	100	±0	6	±5	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	1	±2	
E5 – E9	100	±0	2	±1	
Officers	100	±0	1	±2	
USMCR	100	±0	1	±1	
White	100	±0	0	±1	
Total Minority	100	±0	2	±1	
Black	100	±0	1	±2	
Hispanic	100	±0	1	±2	
Other Race/Ethnicity	100	±0	3	±4	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	0	±1	
E5 – E9	100	±0	2	±2	
Officers	100	±0	1	±2	
ANG	100	±0	1	±1	
White	100	±0	0	±0	
Total Minority	100	±0	4	±2	
Black	100	±0	6	±3	
Hispanic	100	±0	2	±2	
Other Race/Ethnicity	100	±0	3	±3	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	0	±1	
E5 – E9	100	±0	1	±1	
Officers	100	±0	0	±1	
USAFR	100	±0	1	±1	
White	100	±0	0	±2	
Total Minority	100	±0	3	±2	
Black	100	±0	3	±2	
Hispanic	100	±0	3	±5	
Other Race/Ethnicity	100	±0	2	±2	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	0	±1	
E5 – E9	100	±0	2	±2	
Officers	100	±0	1	±1	
USCGR	100	±0	1	±1	
White	100	±0	0	±1	
Total Minority	100	±0	1	±2	
Black	100	±0	6	±11	
Hispanic	100	±0	0	±2	
Other Race/Ethnicity	100	±0	1	±3	
Enlisted	100	±0	0	±1	
E1 – E4	100	±0	0	±2	
E5 – E9	100	±0	1	±2	
Officers	100	±0	1	±2	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q64/Q65a). The overall Cronbach's alpha = 0.81 (White = 0.80, Black = 0.82, Hispanic = 0.81, and Other Race/Ethnicity = 0.81). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

65. Training/Test Score Discrimination scale: Constructed from Q64f-i and Q65a. Training/Test Score reflects the extent to which Reserve component members believed their race/ethnicity influenced the availability of military training and the assignment of military training scores/grades.

	Percent Responding		Percentages	Max ME	Training/Test Scores
			Incident Rate		
TOTAL DOD	100	±0	1	±1	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	1	±1	
E5 – E9	100	±0	1	±1	
Officers	100	±0	1	±1	
O1 – O3	100	±0	1	±2	
O4 – O6	100	±0	1	±2	
Male	100	±0	1	±1	
Female	100	±0	1	±1	
White	100	±0	0	±1	
Total Minority	100	±0	2	±1	
Black	100	±0	3	±2	
Hispanic	100	±0	2	±1	
AIAN	100	±0	1	±3	
Asian	100	±0	2	±3	
NHPI	100	±0	1	±2	
Two or More Races	100	±0	1	±3	
AGR/FTS/AR	100	±0	1	±1	
Other Selected Reserve	100	±0	1	±1	
Reserve Unit	100	±0	1	±1	
Military Technician	100	±0	1	±1	
IMA	100	±0	1	±1	
Not Activated Past 12 Months	100	±0	1	±1	
Activated Past 12 Months	100	±0	1	±1	
Not Deployed Past 12 Months	100	±0	1	±1	
Deployed Past 12 Months	100	±0	1	±1	
ARNG	100	±0	1	±1	
White	100	±0	0	±1	
Total Minority	100	±0	3	±2	
Black	100	±0	5	±3	
Hispanic	100	±0	2	±2	
Other Race/Ethnicity	100	±0	3	±4	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	1	±1	
E5 – E9	100	±0	1	±1	
Officers	100	±0	1	±2	
USAR	100	±0	1	±1	
White	100	±0	0	±1	
Total Minority	100	±0	2	±1	
Black	100	±0	2	±2	
Hispanic	100	±0	3	±3	
Other Race/Ethnicity	100	±0	1	±2	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	1	±1	
E5 – E9	100	±0	1	±1	
Officers	100	±0	2	±2	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q64/Q65a). The overall Cronbach's alpha = 0.85 (White = 0.85, Black = 0.84, Hispanic = 0.85, and Other Race/Ethnicity = 0.85). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

65. Continued	Percent Responding		Percentages	Max ME	Training/Test Scores
			Incident Rate		
USNR	100	±0	0	±1	
White	100	±0	0	±0	
Total Minority	100	±0	1	±1	
Black	100	±0	1	±2	
Hispanic	100	±0	1	±2	
Other Race/Ethnicity	100	±0	1	±2	
Enlisted	100	±0	0	±1	
E1 – E4	100	±0	0	±1	
E5 – E9	100	±0	1	±1	
Officers	100	±0	0	±1	
USMCR	100	±0	0	±1	
White	100	±0	0	±1	
Total Minority	100	±0	1	±1	
Black	100	±0	0	±1	
Hispanic	100	±0	1	±2	
Other Race/Ethnicity	100	±0	1	±3	
Enlisted	100	±0	0	±1	
E1 – E4	100	±0	0	±1	
E5 – E9	100	±0	1	±2	
Officers	100	±0	0	±2	
ANG	100	±0	0	±1	
White	100	±0	0	±1	
Total Minority	100	±0	1	±1	
Black	100	±0	2	±2	
Hispanic	100	±0	1	±2	
Other Race/Ethnicity	100	±0	1	±2	
Enlisted	100	±0	0	±1	
E1 – E4	100	±0	0	±1	
E5 – E9	100	±0	0	±1	
Officers	100	±0	1	±3	
USAFR	100	±0	0	±1	
White	100	±0	0	±2	
Total Minority	100	±0	1	±1	
Black	100	±0	1	±2	
Hispanic	100	±0	1	±1	
Other Race/Ethnicity	100	±0	0	±1	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	0	±1	
E5 – E9	100	±0	1	±1	
Officers	100	±0	0	±1	
USCGR	100	±0	0	±1	
White	100	±0	0	±0	
Total Minority	100	±0	0	±1	
Black	100	±0	NR		
Hispanic	100	±0	0	±2	
Other Race/Ethnicity	100	±0	0	±0	
Enlisted	100	±0	0	±0	
E1 – E4	100	±0	0	±0	
E5 – E9	100	±0	0	±0	
Officers	100	±0	0	±1	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q64/Q65a). The overall Cronbach's alpha = 0.85 (White = 0.85, Black = 0.84, Hispanic = 0.85, and Other Race/Ethnicity = 0.85). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

NR: Not reportable

65. Undue Punishment scale: Constructed from Q64o-p and Q65a. Undue Punishment reflects Reserve component members' perceptions that race/ethnicity influenced whether and how they were punished by the military.

	Percent Responding		Percentages	Max ME	Undue Punishment
			Incident Rate		
TOTAL DOD	100	±0	1	±1	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	1	±1	
E5 – E9	100	±0	1	±1	
Officers	100	±0	1	±1	
O1 – O3	100	±0	2	±2	
O4 – O6	100	±0	1	±2	
Male	100	±0	1	±1	
Female	100	±0	2	±1	
White	100	±0	0	±1	
Total Minority	100	±0	2	±1	
Black	100	±0	3	±1	
Hispanic	100	±0	1	±1	
AIAN	100	±0	1	±2	
Asian	100	±0	2	±3	
NHPI	100	±0	1	±2	
Two or More Races	100	±0	2	±3	
AGR/FTS/AR	100	±0	1	±1	
Other Selected Reserve	100	±0	1	±1	
Reserve Unit	100	±0	1	±1	
Military Technician	100	±0	1	±1	
IMA	100	±0	0	±1	
Not Activated Past 12 Months	100	±0	1	±1	
Activated Past 12 Months	100	±0	1	±1	
Not Deployed Past 12 Months	100	±0	1	±1	
Deployed Past 12 Months	100	±0	1	±1	
ARNG	100	±0	1	±1	
White	100	±0	0	±1	
Total Minority	100	±0	3	±2	
Black	100	±0	4	±3	
Hispanic	100	±0	1	±2	
Other Race/Ethnicity	100	±0	3	±4	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	1	±1	
E5 – E9	100	±0	1	±1	
Officers	100	±0	1	±2	
USAR	100	±0	1	±1	
White	100	±0	1	±2	
Total Minority	100	±0	2	±2	
Black	100	±0	2	±2	
Hispanic	100	±0	2	±3	
Other Race/Ethnicity	100	±0	0	±1	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	1	±3	
E5 – E9	100	±0	1	±1	
Officers	100	±0	2	±3	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q64/Q65a). The overall Cronbach's alpha = 0.80 (White = 0.82, Black = 0.78, Hispanic = 0.80, and Other Race/Ethnicity = 0.80). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

65. Continued	Percent Responding		Percentages	Max ME	Undue Punishment
			Incident Rate		
USNR	100	±0	1	±1	
White	100	±0	0	±1	
Total Minority	100	±0	1	±2	
Black	100	±0	1	±2	
Hispanic	100	±0	0	±1	
Other Race/Ethnicity	100	±0	4	±6	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	1	±1	
E5 – E9	100	±0	1	±1	
Officers	100	±0	1	±2	
USMCR	100	±0	0	±1	
White	100	±0	0	±1	
Total Minority	100	±0	1	±1	
Black	100	±0	0	±1	
Hispanic	100	±0	1	±2	
Other Race/Ethnicity	100	±0	1	±3	
Enlisted	100	±0	0	±1	
E1 – E4	100	±0	0	±1	
E5 – E9	100	±0	1	±2	
Officers	100	±0	0	±2	
ANG	100	±0	0	±1	
White	100	±0	0	±0	
Total Minority	100	±0	1	±1	
Black	100	±0	2	±3	
Hispanic	100	±0	1	±2	
Other Race/Ethnicity	100	±0	1	±2	
Enlisted	100	±0	0	±1	
E1 – E4	100	±0	0	±1	
E5 – E9	100	±0	0	±1	
Officers	100	±0	0	±1	
USAFR	100	±0	0	±1	
White	100	±0	0	±0	
Total Minority	100	±0	1	±1	
Black	100	±0	2	±2	
Hispanic	100	±0	1	±1	
Other Race/Ethnicity	100	±0	1	±1	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	0	±1	
E5 – E9	100	±0	1	±1	
Officers	100	±0	0	±1	
USCGR	100	±0	0	±1	
White	100	±0	0	±1	
Total Minority	100	±0	2	±2	
Black	100	±0	6	±11	
Hispanic	100	±0	0	±0	
Other Race/Ethnicity	100	±0	1	±4	
Enlisted	100	±0	0	±1	
E1 – E4	100	±0	0	±2	
E5 – E9	100	±0	0	±1	
Officers	100	±0	1	±2	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q64/Q65a). The overall Cronbach's alpha = 0.80 (White = 0.82, Black = 0.78, Hispanic = 0.80, and Other Race/Ethnicity = 0.80). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

65. Providers/Authorities scale: Constructed from Q64r-t and Q65a. Providers/Authorities reflects Reserve component members' perceptions that race/ethnicity influenced the quality of their interactions with military service providers and authorities.

	Percent Responding		Percentages	Max ME	Providers/ Authorities
			Incident Rate		
TOTAL DOD	100	±0	1	±1	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	1	±1	
E5 – E9	100	±0	1	±1	
Officers	100	±0	1	±1	
O1 – O3	100	±0	1	±1	
O4 – O6	100	±0	1	±1	
Male	100	±0	1	±1	
Female	100	±0	1	±1	
White	100	±0	0	±1	
Total Minority	100	±0	2	±1	
Black	100	±0	2	±1	
Hispanic	100	±0	2	±2	
AIAN	100	±0	1	±2	
Asian	100	±0	1	±1	
NHPI	100	±0	1	±3	
Two or More Races	100	±0	2	±3	
AGR/FTS/AR	100	±0	1	±1	
Other Selected Reserve	100	±0	1	±1	
Reserve Unit	100	±0	1	±1	
Military Technician	100	±0	1	±1	
IMA	100	±0	1	±1	
Not Activated Past 12 Months	100	±0	1	±1	
Activated Past 12 Months	100	±0	1	±1	
Not Deployed Past 12 Months	100	±0	1	±1	
Deployed Past 12 Months	100	±0	1	±1	
ARNG	100	±0	1	±1	
White	100	±0	0	±1	
Total Minority	100	±0	2	±2	
Black	100	±0	3	±3	
Hispanic	100	±0	3	±5	
Other Race/Ethnicity	100	±0	1	±2	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	1	±2	
E5 – E9	100	±0	1	±1	
Officers	100	±0	0	±1	
USAR	100	±0	1	±1	
White	100	±0	1	±2	
Total Minority	100	±0	2	±1	
Black	100	±0	2	±2	
Hispanic	100	±0	2	±3	
Other Race/Ethnicity	100	±0	1	±3	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	0	±1	
E5 – E9	100	±0	2	±2	
Officers	100	±0	2	±3	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q64/Q65a). The overall Cronbach's alpha = 0.82 (White = 0.85, Black = 0.86, Hispanic = 0.80, and Other Race/Ethnicity = 0.77). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

65. Continued	Percent Responding		Percentages	Max ME	Providers/ Authorities
			Incident Rate		
USNR	100	±0	0	±1	
White	100	±0	0	±1	
Total Minority	100	±0	1	±1	
Black	100	±0	1	±3	
Hispanic	100	±0	0	±2	
Other Race/Ethnicity	100	±0	2	±2	
Enlisted	100	±0	0	±1	
E1 – E4	100	±0	1	±2	
E5 – E9	100	±0	0	±1	
Officers	100	±0	0	±1	
USMCR	100	±0	1	±1	
White	100	±0	0	±1	
Total Minority	100	±0	1	±1	
Black	100	±0	1	±3	
Hispanic	100	±0	1	±2	
Other Race/Ethnicity	100	±0	2	±4	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	0	±1	
E5 – E9	100	±0	1	±2	
Officers	100	±0	1	±2	
ANG	100	±0	0	±1	
White	100	±0	0	±1	
Total Minority	100	±0	0	±1	
Black	100	±0	0	±1	
Hispanic	100	±0	1	±1	
Other Race/Ethnicity	100	±0	0	±1	
Enlisted	100	±0	0	±1	
E1 – E4	100	±0	0	±1	
E5 – E9	100	±0	0	±1	
Officers	100	±0	1	±3	
USAFR	100	±0	0	±1	
White	100	±0	0	±1	
Total Minority	100	±0	1	±1	
Black	100	±0	1	±2	
Hispanic	100	±0	1	±1	
Other Race/Ethnicity	100	±0	1	±1	
Enlisted	100	±0	0	±1	
E1 – E4	100	±0	0	±1	
E5 – E9	100	±0	0	±1	
Officers	100	±0	0	±1	
USCGR	100	±0	0	±1	
White	100	±0	0	±0	
Total Minority	100	±0	0	±1	
Black	100	±0	NR		
Hispanic	100	±0	0	±0	
Other Race/Ethnicity	100	±0	1	±3	
Enlisted	100	±0	0	±1	
E1 – E4	100	±0	0	±0	
E5 – E9	100	±0	0	±1	
Officers	100	±0	0	±0	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q64/Q65a). The overall Cronbach's alpha = 0.82 (White = 0.85, Black = 0.86, Hispanic = 0.80, and Other Race/Ethnicity = 0.77). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

NR: Not reportable

65. Discrimination scale: Constructed from Q64a-t and Q65a. Discrimination reflects whether Reserve component members indicated that they personally experienced race/ethnicity-related discrimination.

	Percent Responding		Percentages	Max ME	Discrimination
			Incident Rate		
TOTAL DOD	100	±0	3	±1	
Enlisted	100	±0	3	±1	
E1 – E4	100	±0	2	±1	
E5 – E9	100	±0	4	±1	
Officers	100	±0	4	±2	
O1 – O3	100	±0	4	±3	
O4 – O6	100	±0	3	±2	
Male	100	±0	3	±1	
Female	100	±0	4	±2	
White	100	±0	1	±1	
Total Minority	100	±0	6	±1	
Black	100	±0	9	±2	
Hispanic	100	±0	5	±2	
AIAN	100	±0	3	±4	
Asian	100	±0	6	±3	
NHPI	100	±0	2	±3	
Two or More Races	100	±0	5	±4	
AGR/FTS/AR	100	±0	3	±2	
Other Selected Reserve	100	±0	3	±1	
Reserve Unit	100	±0	3	±1	
Military Technician	100	±0	3	±1	
IMA	100	±0	3	±1	
Not Activated Past 12 Months	100	±0	3	±1	
Activated Past 12 Months	100	±0	4	±2	
Not Deployed Past 12 Months	100	±0	3	±1	
Deployed Past 12 Months	100	±0	4	±2	
ARNG	100	±0	3	±1	
White	100	±0	1	±1	
Total Minority	100	±0	8	±2	
Black	100	±0	10	±4	
Hispanic	100	±0	6	±4	
Other Race/Ethnicity	100	±0	7	±4	
Enlisted	100	±0	3	±1	
E1 – E4	100	±0	2	±2	
E5 – E9	100	±0	4	±2	
Officers	100	±0	3	±3	
USAR	100	±0	5	±2	
White	100	±0	4	±3	
Total Minority	100	±0	7	±2	
Black	100	±0	10	±3	
Hispanic	100	±0	6	±3	
Other Race/Ethnicity	100	±0	4	±3	
Enlisted	100	±0	5	±2	
E1 – E4	100	±0	4	±3	
E5 – E9	100	±0	6	±2	
Officers	100	±0	7	±4	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q64/Q65a). The overall Cronbach's alpha = 0.94 (White = 0.94, Black = 0.94, Hispanic = 0.95, and Other Race/Ethnicity = 0.94). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

65. Continued	Percent Responding		Percentages	Max ME	Discrimination
			Incident Rate		
USNR	100	±0	2	±1	
White	100	±0	0	±1	
Total Minority	100	±0	5	±2	
Black	100	±0	5	±3	
Hispanic	100	±0	3	±2	
Other Race/Ethnicity	100	±0	8	±5	
Enlisted	100	±0	2	±1	
E1 – E4	100	±0	2	±2	
E5 – E9	100	±0	2	±1	
Officers	100	±0	2	±2	
USMCR	100	±0	2	±2	
White	100	±0	1	±3	
Total Minority	100	±0	3	±2	
Black	100	±0	3	±3	
Hispanic	100	±0	2	±2	
Other Race/Ethnicity	100	±0	4	±5	
Enlisted	100	±0	2	±2	
E1 – E4	100	±0	1	±1	
E5 – E9	100	±0	5	±5	
Officers	100	±0	2	±2	
ANG	100	±0	1	±1	
White	100	±0	0	±1	
Total Minority	100	±0	5	±2	
Black	100	±0	9	±3	
Hispanic	100	±0	3	±2	
Other Race/Ethnicity	100	±0	3	±3	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	1	±1	
E5 – E9	100	±0	2	±1	
Officers	100	±0	1	±2	
USAFR	100	±0	2	±1	
White	100	±0	0	±1	
Total Minority	100	±0	5	±2	
Black	100	±0	7	±3	
Hispanic	100	±0	4	±5	
Other Race/Ethnicity	100	±0	3	±2	
Enlisted	100	±0	2	±1	
E1 – E4	100	±0	1	±2	
E5 – E9	100	±0	3	±2	
Officers	100	±0	1	±1	
USCGR	100	±0	1	±1	
White	100	±0	1	±2	
Total Minority	100	±0	2	±3	
Black	100	±0	8	±11	
Hispanic	100	±0	1	±4	
Other Race/Ethnicity	100	±0	1	±4	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	1	±3	
E5 – E9	100	±0	1	±2	
Officers	100	±0	1	±2	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q64/Q65a). The overall Cronbach's alpha = 0.94 (White = 0.94, Black = 0.94, Hispanic = 0.95, and Other Race/Ethnicity = 0.94). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

65. Harassment/Discrimination scale: Constructed from Q61a-p, Q62, Q64a-u, and Q65a. Harassment/Discrimination reflects whether Reserve component members indicated that they personally experienced race/ethnicity-related insensitivity, threats, actual harm, or discrimination.

	Percent Responding		Percentages	Max ME	Harassment/Discrimination
			Incident Rate		
TOTAL DOD	100	±0	8	±1	
Enlisted	100	±0	8	±1	
E1 – E4	100	±0	8	±2	
E5 – E9	100	±0	9	±1	
Officers	100	±0	7	±2	
O1 – O3	100	±0	7	±3	
O4 – O6	100	±0	6	±2	
Male	100	±0	7	±1	
Female	100	±0	12	±3	
White	100	±0	4	±1	
Total Minority	100	±0	16	±2	
Black	100	±0	18	±2	
Hispanic	100	±0	13	±3	
AIAN	100	±0	10	±7	
Asian	100	±0	16	±4	
NHPI	100	±0	8	±4	
Two or More Races	100	±0	18	±9	
AGR/FTS/AR	100	±0	9	±2	
Other Selected Reserve	100	±0	8	±1	
Reserve Unit	100	±0	8	±1	
Military Technician	100	±0	7	±2	
IMA	100	±0	5	±2	
Not Activated Past 12 Months	100	±0	7	±1	
Activated Past 12 Months	100	±0	10	±2	
Not Deployed Past 12 Months	100	±0	7	±1	
Deployed Past 12 Months	100	±0	11	±3	
ARNG	100	±0	8	±2	
White	100	±0	4	±2	
Total Minority	100	±0	17	±3	
Black	100	±0	19	±4	
Hispanic	100	±0	14	±5	
Other Race/Ethnicity	100	±0	18	±8	
Enlisted	100	±0	8	±2	
E1 – E4	100	±0	7	±3	
E5 – E9	100	±0	10	±3	
Officers	100	±0	6	±3	
USAR	100	±0	11	±2	
White	100	±0	6	±3	
Total Minority	100	±0	17	±3	
Black	100	±0	19	±4	
Hispanic	100	±0	15	±4	
Other Race/Ethnicity	100	±0	17	±9	
Enlisted	100	±0	11	±3	
E1 – E4	100	±0	10	±4	
E5 – E9	100	±0	12	±3	
Officers	100	±0	11	±4	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic harassment/discrimination (Q61/Q62/Q64/Q65a). 2011 WEOR includes Q61i "Made offensive remarks about your accent or language skills?" which is a new item.

65. Continued	Percent Responding		Percentages	Max ME	Harassment/ Discrimination
			Incident Rate		
USNR	100	±0	6	±2	
White	100	±0	2	±3	
Total Minority	100	±0	13	±3	
Black	100	±0	14	±4	
Hispanic	100	±0	10	±4	
Other Race/Ethnicity	100	±0	15	±5	
Enlisted	100	±0	7	±2	
E1 – E4	100	±0	10	±5	
E5 – E9	100	±0	7	±2	
Officers	100	±0	3	±2	
USMCR	100	±0	8	±4	
White	100	±0	6	±5	
Total Minority	100	±0	13	±5	
Black	100	±0	14	±13	
Hispanic	100	±0	13	±8	
Other Race/Ethnicity	100	±0	12	±7	
Enlisted	100	±0	9	±4	
E1 – E4	100	±0	8	±5	
E5 – E9	100	±0	11	±6	
Officers	100	±0	4	±3	
ANG	100	±0	4	±1	
White	100	±0	2	±1	
Total Minority	100	±0	13	±3	
Black	100	±0	18	±4	
Hispanic	100	±0	13	±5	
Other Race/Ethnicity	100	±0	7	±4	
Enlisted	100	±0	5	±1	
E1 – E4	100	±0	3	±2	
E5 – E9	100	±0	5	±2	
Officers	100	±0	4	±3	
USAFR	100	±0	5	±1	
White	100	±0	2	±2	
Total Minority	100	±0	10	±3	
Black	100	±0	14	±4	
Hispanic	100	±0	8	±5	
Other Race/Ethnicity	100	±0	7	±3	
Enlisted	100	±0	5	±2	
E1 – E4	100	±0	4	±3	
E5 – E9	100	±0	6	±2	
Officers	100	±0	3	±2	
USCGR	100	±0	4	±2	
White	100	±0	2	±3	
Total Minority	100	±0	11	±5	
Black	100	±0	23	±18	
Hispanic	100	±0	9	±5	
Other Race/Ethnicity	100	±0	8	±10	
Enlisted	100	±0	4	±3	
E1 – E4	100	±0	5	±5	
E5 – E9	100	±0	4	±3	
Officers	100	±0	4	±3	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic harassment/discrimination (Q61/Q62/Q64/Q65a). 2011 WEOR includes Q61i "Made offensive remarks about your accent or language skills?" which is a new item.

65. Combinations of Race/Ethnicity-Related Harassment and Discrimination Behaviors: Constructed from Q61a-o, Q62, Q64a-t, and Q65a. Combinations of Race/Ethnicity-Related Harassment and Discrimination Behaviors reflects whether Reserve component members indicated they experienced either harassment, discrimination, both, or neither.

1. Harassment only

2. Discrimination only

3. Both harassment and discrimination

4. Neither harassment nor discrimination

	Percent Responding		Percentages				Max ME
			1	2	3	4	
TOTAL DOD	100	±0	4	1	2	93	±1
Enlisted	100	±0	4	1	2	93	±1
E1 – E4	100	±0	4	1	1	93	±2
E5 – E9	100	±0	4	1	2	92	±1
Officers	100	±0	3	1	2	94	±2
O1 – O3	100	±0	3	0	3	93	±3
O4 – O6	100	±0	2	2	2	94	±2
Male	100	±0	4	1	2	94	±1
Female	100	±0	6	2	3	89	±2
White	100	±0	2	1	1	96	±1
Total Minority	100	±0	8	2	4	86	±2
Black	100	±0	8	3	6	83	±2
Hispanic	100	±0	7	2	3	88	±3
AIAN	100	±0	7	0	3	90	±7
Asian	100	±0	8	2	4	86	±3
NHPI	100	±0	4	1	1	93	±4
Two or More Races	100	±0	12	1	5	83	±10
AGR/FTS/AR	100	±0	4	1	2	92	±2
Other Selected Reserve	100	±0	4	1	2	93	±1
Reserve Unit	100	±0	4	1	2	93	±1
Military Technician	100	±0	3	1	2	94	±2
IMA	100	±0	3	1	1	95	±2
Not Activated Past 12 Months	100	±0	4	1	2	93	±1
Activated Past 12 Months	100	±0	5	1	3	91	±2
Not Deployed Past 12 Months	100	±0	4	1	2	93	±1
Deployed Past 12 Months	100	±0	6	1	3	90	±3
ARNG	100	±0	4	1	2	93	±2
White	100	±0	3	0	1	96	±2
Total Minority	100	±0	8	2	5	84	±3
Black	100	±0	8	2	7	82	±4
Hispanic	100	±0	7	3	3	87	±5
Other Race/Ethnicity	100	±0	10	1	5	84	±8
Enlisted	100	±0	4	1	2	93	±2
E1 – E4	100	±0	4	1	1	94	±3
E5 – E9	100	±0	5	1	2	91	±3
Officers	100	±0	3	0	3	94	±3
USAR	100	±0	5	2	3	90	±2
White	100	±0	2	2	2	94	±3
Total Minority	100	±0	9	2	5	84	±3
Black	100	±0	8	3	6	82	±4
Hispanic	100	±0	7	1	4	87	±4
Other Race/Ethnicity	100	±0	12	1	3	84	±9
Enlisted	100	±0	5	2	3	90	±2
E1 – E4	100	±0	5	1	2	91	±4
E5 – E9	100	±0	5	2	4	88	±3
Officers	100	±0	4	3	4	89	±4

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic harassment/discrimination (Q61/Q62/Q64/Q65a).

65. Continued	Percent Responding		Percentages				Max ME
			1	2	3	4	
USNR	100	±0	4	1	1	94	±2
White	100	±0	2	0	0	98	±3
Total Minority	100	±0	7	2	3	88	±3
Black	100	±0	8	3	2	87	±4
Hispanic	100	±0	7	1	2	91	±4
Other Race/Ethnicity	100	±0	6	2	6	87	±5
Enlisted	100	±0	5	1	1	93	±2
E1 – E4	100	±0	7	1	1	91	±5
E5 – E9	100	±0	4	1	1	94	±2
Officers	100	±0	1	1	1	97	±2
USMCR	100	±0	5	1	1	93	±3
White	100	±0	4	1	1	95	±5
Total Minority	100	±0	8	1	2	89	±5
Black	100	±0	10	1	3	86	±14
Hispanic	100	±0	8	1	1	90	±6
Other Race/Ethnicity	100	±0	7	1	3	89	±6
Enlisted	100	±0	6	1	1	92	±4
E1 – E4	100	±0	6	0	1	94	±5
E5 – E9	100	±0	6	3	2	89	±6
Officers	100	±0	2	1	1	96	±2
ANG	100	±0	3	0	1	96	±1
White	100	±0	2	0	0	98	±1
Total Minority	100	±0	7	2	3	88	±3
Black	100	±0	8	3	5	83	±4
Hispanic	100	±0	9	1	2	88	±6
Other Race/Ethnicity	100	±0	4	1	2	93	±4
Enlisted	100	±0	3	1	1	96	±1
E1 – E4	100	±0	2	0	0	97	±2
E5 – E9	100	±0	3	1	1	95	±2
Officers	100	±0	3	0	1	96	±3
USAFR	100	±0	2	1	1	96	±1
White	100	±0	1	0	0	99	±2
Total Minority	100	±0	5	2	3	90	±2
Black	100	±0	6	4	3	87	±4
Hispanic	100	±0	4	0	4	92	±5
Other Race/Ethnicity	100	±0	4	2	1	93	±3
Enlisted	100	±0	2	1	1	95	±2
E1 – E4	100	±0	3	0	1	96	±3
E5 – E9	100	±0	2	1	1	95	±2
Officers	100	±0	2	1	0	97	±3
USCGR	100	±0	3	0	0	96	±2
White	100	±0	1	1	0	98	±3
Total Minority	100	±0	8	0	2	90	±5
Black	100	±0	14	NR	8	78	±20
Hispanic	100	±0	8	0	1	91	±5
Other Race/Ethnicity	100	±0	6	1	1	93	±11
Enlisted	100	±0	3	0	0	96	±3
E1 – E4	100	±0	4	1	1	95	±5
E5 – E9	100	±0	3	0	0	96	±3
Officers	100	±0	2	1	0	97	±3

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic harassment/discrimination (Q61/Q62/Q64/Q65a).

NR: Not reportable

65. Any Incident scale: Constructed from Q61a-p and Q64a-u. Any Incident reflects whether Reserve component members indicated they experienced any type of bothersome behaviors or situations, regardless of whether it was race/ethnicity-related.

	Percent Responding		Percentages	Max ME	Any Incident
			Incident Rate		
TOTAL DOD	100	±0	50	±2	
Enlisted	100	±0	51	±2	
E1 – E4	100	±0	49	±4	
E5 – E9	100	±0	53	±2	
Officers	100	±0	46	±3	
O1 – O3	100	±0	51	±5	
O4 – O6	100	±0	42	±4	
Male	100	±0	50	±2	
Female	100	±0	53	±4	
White	100	±0	47	±3	
Total Minority	100	±0	57	±2	
Black	100	±0	59	±3	
Hispanic	100	±0	54	±3	
AIAN	100	±0	60	±12	
Asian	100	±0	55	±4	
NHPI	100	±0	41	±11	
Two or More Races	100	±0	63	±7	
AGR/FTS/AR	100	±0	53	±4	
Other Selected Reserve	100	±0	50	±2	
Reserve Unit	100	±0	50	±2	
Military Technician	100	±0	47	±4	
IMA	100	±0	43	±3	
Not Activated Past 12 Months	100	±0	48	±2	
Activated Past 12 Months	100	±0	57	±4	
Not Deployed Past 12 Months	100	±0	49	±2	
Deployed Past 12 Months	100	±0	61	±5	
ARNG	100	±0	52	±3	
White	100	±0	49	±4	
Total Minority	100	±0	60	±4	
Black	100	±0	62	±5	
Hispanic	100	±0	57	±7	
Other Race/Ethnicity	100	±0	61	±9	
Enlisted	100	±0	53	±4	
E1 – E4	100	±0	50	±6	
E5 – E9	100	±0	55	±4	
Officers	100	±0	50	±6	
USAR	100	±0	57	±4	
White	100	±0	56	±6	
Total Minority	100	±0	59	±3	
Black	100	±0	60	±5	
Hispanic	100	±0	55	±5	
Other Race/Ethnicity	100	±0	63	±8	
Enlisted	100	±0	58	±4	
E1 – E4	100	±0	54	±6	
E5 – E9	100	±0	62	±4	
Officers	100	±0	54	±6	

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

65. Continued	Percent Responding		Percentages	Max ME	Any Incident
			Incident Rate		
USNR	100	±0	49	±4	
White	100	±0	43	±6	
Total Minority	100	±0	59	±4	
Black	100	±0	60	±5	
Hispanic	100	±0	55	±6	
Other Race/Ethnicity	100	±0	62	±6	
Enlisted	100	±0	52	±4	
E1 – E4	100	±0	52	±8	
E5 – E9	100	±0	52	±5	
Officers	100	±0	38	±6	
USMCR	100	±0	49	±5	
White	100	±0	46	±7	
Total Minority	100	±0	54	±6	
Black	100	±0	60	±10	
Hispanic	100	±0	51	±9	
Other Race/Ethnicity	100	±0	53	±12	
Enlisted	100	±0	50	±6	
E1 – E4	100	±0	48	±8	
E5 – E9	100	±0	54	±6	
Officers	100	±0	40	±5	
ANG	100	±0	38	±3	
White	100	±0	36	±3	
Total Minority	100	±0	44	±4	
Black	100	±0	47	±5	
Hispanic	100	±0	47	±6	
Other Race/Ethnicity	100	±0	38	±6	
Enlisted	100	±0	39	±3	
E1 – E4	100	±0	30	±6	
E5 – E9	100	±0	42	±3	
Officers	100	±0	34	±6	
USAFR	100	±0	40	±3	
White	100	±0	37	±4	
Total Minority	100	±0	46	±4	
Black	100	±0	51	±5	
Hispanic	100	±0	42	±7	
Other Race/Ethnicity	100	±0	43	±7	
Enlisted	100	±0	40	±4	
E1 – E4	100	±0	34	±6	
E5 – E9	100	±0	43	±4	
Officers	100	±0	38	±6	
USCGR	100	±0	41	±4	
White	100	±0	40	±5	
Total Minority	100	±0	46	±7	
Black	100	±0	40	±16	
Hispanic	100	±0	43	±9	
Other Race/Ethnicity	100	±0	55	±12	
Enlisted	100	±0	42	±5	
E1 – E4	100	±0	44	±8	
E5 – E9	100	±0	41	±6	
Officers	100	±0	38	±6	













































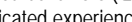

Note. Percent responding are Reserve component members who answered the questions. Incident rates indicate the percentage of Reserve component members who experienced at least one of the behaviors during the 12 months prior to responding to the survey (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

66. Do you think that DoD and your Reserve component have a responsibility to prevent the behaviors which you marked as happening to you?













































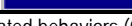
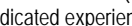


1. Yes, all of it
4. Does not apply

2. Yes, some of it

3. No

	Percent Responding		Percentages				Max ME	Percentage Reporting Yes		
			1	2	3	4				
TOTAL DOD	45	±2	28	39	13	20	±3	84.0	±2.0	
Enlisted	45	±2	28	39	13	20	±3	83.0	±3.0	
E1 – E4	43	±4	25	41	13	20	±6	83.0	±5.0	
E5 – E9	48	±2	29	38	13	19	±3	83.0	±3.0	
Officers	41	±3	28	38	12	22	±5	85.0	±4.0	
O1 – O3	44	±5	24	38	13	25	±8	83.0	±8.0	
O4 – O6	38	±4	29	39	11	21	±6	86.0	±5.0	
Male	44	±2	26	40	14	20	±3	82.0	±3.0	
Female	47	±4	35	37	9	18	±5	89.0	±4.0	
White	42	±3	25	39	14	21	±4	82.0	±4.0	
Total Minority	50	±2	33	38	11	18	±3	86.0	±3.0	
Black	51	±3	33	38	9	20	±4	89.0	±4.0	
Hispanic	48	±3	33	36	14	17	±5	83.0	±5.0	
AIAN	54	±13	20	59	8	13	±18	91.0	±8.0	
Asian	44	±4	26	40	15	19	±6	82.0	±6.0	
NHPI	37	±11	32	37	18	12	±13	80.0	±13.0	
Two or More Races	58	±8	35	45	5	15	±13	94.0	±4.0	
AGR/FTS/AR	48	±4	28	39	15	18	±5	82.0	±6.0	
Other Selected Reserve	44	±2	28	39	13	20	±3	84.0	±3.0	
Reserve Unit	45	±2	28	39	13	20	±3	84.0	±3.0	
Military Technician	41	±4	31	40	10	18	±6	88.0	±4.0	
IMA	38	±3	27	38	11	23	±4	85.0	±4.0	
Not Activated Past 12 Months	42	±2	27	39	13	21	±3	84.0	±3.0	
Activated Past 12 Months	53	±4	29	40	14	18	±5	83.0	±4.0	
Not Deployed Past 12 Months	43	±2	28	39	13	21	±3	84.0	±3.0	
Deployed Past 12 Months	55	±5	29	41	15	15	±6	82.0	±6.0	
ARNG	47	±3	31	38	13	19	±5	84.0	±4.0	
White	44	±4	29	39	13	20	±6	84.0	±5.0	
Total Minority	53	±4	35	36	12	17	±6	85.0	±5.0	
Black	55	±5	31	41	9	19	±7	89.0	±9.0	
Hispanic	51	±7	39	28	17	16	±10	80.0	±9.0	
Other Race/Ethnicity	53	±8	36	40	9	14	±13	89.0	±6.0	
Enlisted	47	±4	31	38	13	18	±5	84.0	±4.0	
E1 – E4	44	±6	31	40	11	18	±9	87.0	±7.0	
E5 – E9	50	±4	31	36	15	19	±5	82.0	±5.0	
Officers	45	±6	30	37	11	22	±9	86.0	±8.0	
USAR	51	±4	25	44	14	18	±5	83.0	±5.0	
White	50	±6	20	44	17	19	±8	79.0	±8.0	
Total Minority	52	±3	30	43	10	17	±5	88.0	±3.0	
Black	52	±5	32	39	9	20	±6	89.0	±5.0	
Hispanic	48	±5	32	40	11	16	±7	86.0	±6.0	
Other Race/Ethnicity	56	±8	25	53	10	13	±12	89.0	±7.0	
Enlisted	51	±4	24	44	14	18	±5	83.0	±5.0	
E1 – E4	47	±6	17	48	16	18	±9	80.0	±10.0	
E5 – E9	57	±4	30	40	12	19	±6	85.0	±5.0	
Officers	48	±6	28	42	11	18	±9	86.0	±8.0	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q64). Percentage Reporting Yes does not include those who indicated the item "Does not apply". This percentage includes members who indicated experiencing a discrimination behavior, but did not necessarily label it as racial/ethnic discrimination.

66. Continued	Percent Responding		Percentages				Max ME	Percentage Reporting Yes		
			1	2	3	4				
USNR	44	±4	22	36	14	29	±5	81.0	±6.0	
White	40	±5	17	35	16	31	±9	76.0	±10.0	
Total Minority	50	±4	28	37	11	25	±5	86.0	±5.0	
Black	50	±5	30	29	11	30	±7	85.0	±7.0	
Hispanic	49	±6	23	44	13	21	±9	84.0	±9.0	
Other Race/Ethnicity	53	±6	31	36	8	25	±13	89.0	±6.0	
Enlisted	47	±4	21	38	13	28	±6	82.0	±6.0	
E1 – E4	47	±8	22	30	12	36	±12	82.0	±12.0	
E5 – E9	47	±5	20	41	14	25	±7	82.0	±8.0	
Officers	33	±6	26	26	17	31	±10	75.0	±11.0	
USMCR	43	±5	21	35	19	25	±8	75.0	±9.0	
White	41	±7	20	31	20	30	±11	72.0	±13.0	
Total Minority	47	±6	24	41	18	18	±10	78.0	±10.0	
Black	54	±10	36	24	22	18	±21	73.0	±23.0	
Hispanic	45	±9	18	45	20	17	±14	76.0	±14.0	
Other Race/Ethnicity	46	±13	21	53	7	19	±19	92.0	±11.0	
Enlisted	44	±6	21	35	19	25	±8	75.0	±9.0	
E1 – E4	43	±8	23	32	19	26	±11	75.0	±13.0	
E5 – E9	48	±6	17	41	19	22	±10	75.0	±10.0	
Officers	35	±5	22	28	20	30	±8	72.0	±9.0	
ANG	33	±3	29	39	13	19	±5	84.0	±4.0	
White	32	±3	26	40	14	20	±6	82.0	±5.0	
Total Minority	35	±3	37	36	10	17	±5	88.0	±4.0	
Black	37	±4	46	33	8	13	±7	91.0	±6.0	
Hispanic	37	±6	38	35	10	17	±10	88.0	±6.0	
Other Race/Ethnicity	31	±5	25	43	12	21	±9	85.0	±9.0	
Enlisted	33	±3	28	39	14	19	±5	83.0	±5.0	
E1 – E4	25	±5	25	40	16	18	±12	81.0	±13.0	
E5 – E9	36	±3	29	39	14	19	±5	83.0	±5.0	
Officers	30	±6	32	36	9	23	±11	89.0	±11.0	
USAFR	36	±3	32	37	10	21	±5	87.0	±4.0	
White	34	±4	29	37	11	22	±7	85.0	±6.0	
Total Minority	40	±4	36	37	9	18	±5	89.0	±5.0	
Black	45	±5	44	33	6	18	±7	93.0	±5.0	
Hispanic	38	±7	30	42	8	20	±11	90.0	±10.0	
Other Race/Ethnicity	36	±6	27	38	19	16	±15	77.0	±17.0	
Enlisted	37	±3	34	36	10	20	±5	88.0	±5.0	
E1 – E4	30	±6	29	32	14	26	±10	82.0	±11.0	
E5 – E9	40	±4	36	38	9	18	±6	89.0	±5.0	
Officers	34	±6	22	41	13	25	±11	83.0	±12.0	
USCGR	35	±4	27	37	9	26	±7	87.0	±6.0	
White	35	±5	27	37	11	25	±9	86.0	±8.0	
Total Minority	37	±7	27	39	6	27	±12	91.0	±9.0	
Black	38	±16	NR	NR	NR	10	±21	NR		
Hispanic	36	±8	31	38	8	22	±16	90.0	±11.0	
Other Race/Ethnicity	39	±12	10	40	7	43	±20	NR		
Enlisted	35	±5	26	39	9	26	±8	88.0	±8.0	
E1 – E4	37	±8	31	41	9	19	±13	89.0	±13.0	
E5 – E9	34	±6	23	38	9	30	±11	87.0	±10.0	
Officers	36	±6	32	30	11	28	±10	85.0	±9.0	

Note. Percent responding are Reserve component members who answered the question and who experienced race/ethnicity-related behaviors (Q64). Percentage Reporting Yes does not include those who indicated the item "Does not apply". This percentage includes members who indicated experiencing a discrimination behavior, but did not necessarily label it as racial/ethnic discrimination.

NR: Not reportable

67. What behavior(s) did you experience during the situation that bothered you the most? Constructed from Q67a-ak.

- a. Offensive race/ethnicity-related speech, pictures/printed material, non-verbal looks, or clothes
- b. Race/ethnicity-related threats, intimidation, vandalism, or physical assault
- c. Racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential
- d. Race/ethnicity-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations
- e. Nonjudicial punishment, or additional punishment(s) because of your race/ethnicity
- f. Unfair training scores, and/or lack of access to schools/training because of your race/ethnicity
- g. Received poorer services than others from military providers or were harassed by armed forces police because of your race/ethnicity
- h. Other ways in which you have been bothered or hurt by military personnel, DoD/DHS civilian employees and/or contractors because of your race/ethnicity

	Percent Responding		Percentages								Max ME
			a	b	c	d	e	f	g	h	
TOTAL DOD	49	±2	16	2	33	23	6	12	5	11	±3
Enlisted	50	±2	16	2	34	23	6	13	6	11	±3
E1 – E4	48	±4	16	2	38	19	7	14	7	11	±5
E5 – E9	51	±2	16	2	32	26	6	13	5	11	±3
Officers	45	±3	18	1	29	22	5	8	3	10	±4
O1 – O3	50	±5	19	1	27	22	7	9	2	8	±7
O4 – O6	40	±4	16	1	31	22	4	7	3	12	±6
Male	49	±2	15	2	32	22	6	12	6	10	±3
Female	51	±4	21	2	38	24	8	12	3	14	±5
White	46	±3	10	1	31	21	6	10	5	9	±4
Total Minority	55	±2	27	4	37	25	8	16	6	13	±3
Black	56	±3	27	4	40	28	8	18	5	16	±4
Hispanic	52	±3	27	3	36	25	6	16	8	11	±5
AIAN	58	±12	20	4	20	19	3	12	7	6	±14
Asian	53	±4	27	3	31	22	6	14	5	12	±6
NHPI	39	±11	18	1	31	30	8	17	4	4	±13
Two or More Races	62	±7	30	4	39	18	14	15	7	14	±13
AGR/FTS/AR	51	±4	18	2	29	24	8	11	4	13	±5
Other Selected Reserve	49	±2	16	2	34	22	6	13	6	11	±3
Reserve Unit	49	±2	16	2	34	22	6	13	6	11	±3
Military Technician	45	±4	15	2	28	24	7	9	3	8	±5
IMA	41	±3	15	2	33	19	3	9	6	10	±4
Not Activated Past 12 Months	47	±2	16	2	33	21	6	12	6	10	±3
Activated Past 12 Months	56	±4	17	3	34	26	7	12	5	12	±5
Not Deployed Past 12 Months	47	±2	16	2	34	21	6	13	6	10	±3
Deployed Past 12 Months	58	±5	20	3	32	29	9	12	4	14	±6
ARNG	51	±3	16	2	37	23	8	14	6	10	±5
White	48	±4	10	1	35	21	7	11	5	8	±6
Total Minority	58	±4	28	5	40	26	10	19	6	14	±5
Black	60	±5	30	6	45	30	12	22	4	17	±7
Hispanic	56	±6	26	3	38	23	6	16	8	9	±9
Other Race/Ethnicity	60	±8	29	4	35	23	14	19	7	15	±13
Enlisted	52	±4	16	2	38	23	8	15	6	11	±5
E1 – E4	50	±6	16	2	45	21	8	16	8	12	±9
E5 – E9	53	±4	16	2	32	26	7	13	4	9	±5
Officers	48	±6	19	1	31	19	7	9	1	8	±8
USAR	56	±4	18	2	31	24	5	12	6	12	±4
White	55	±6	11	1	27	22	4	9	5	11	±7
Total Minority	57	±3	27	3	36	25	6	16	7	13	±4
Black	57	±5	24	3	38	28	6	17	5	16	±6
Hispanic	53	±5	30	4	36	27	6	20	10	12	±7
Other Race/Ethnicity	62	±8	26	4	32	16	7	9	5	7	±14
Enlisted	57	±4	18	2	32	22	5	13	6	12	±5
E1 – E4	53	±6	19	1	32	17	5	11	5	11	±8
E5 – E9	60	±4	17	2	31	28	5	14	8	13	±5
Officers	53	±6	20	2	29	30	6	9	4	11	±8

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

67. Continued	Percent Responding		Percentages								Max ME
			a	b	c	d	e	f	g	h	
USNR	47	±4	15	1	29	26	5	11	6	11	±5
White	41	±5	10	0	27	24	5	10	6	11	±8
Total Minority	56	±4	20	2	30	28	6	13	6	10	±5
Black	57	±5	21	2	31	28	6	13	7	10	±7
Hispanic	54	±6	16	2	29	29	5	13	5	9	±9
Other Race/Ethnicity	60	±6	24	3	29	27	9	12	6	12	±11
Enlisted	50	±4	15	1	30	27	6	12	7	11	±6
E1 – E4	50	±8	14	1	28	18	7	14	7	11	±10
E5 – E9	50	±5	15	1	30	30	5	11	7	12	±7
Officers	37	±6	14	1	23	20	3	8	1	7	±8
USMCR	46	±5	18	3	29	21	11	15	10	13	±7
White	45	±7	8	1	26	19	13	13	11	13	±11
Total Minority	49	±6	33	6	34	23	8	19	7	12	±10
Black	54	±10	35	6	24	15	3	10	5	10	±16
Hispanic	46	±9	33	7	39	28	10	20	9	12	±16
Other Race/Ethnicity	51	±12	31	4	33	19	8	29	5	14	±22
Enlisted	47	±6	18	3	30	21	12	16	10	13	±8
E1 – E4	46	±8	16	3	30	19	14	17	12	14	±11
E5 – E9	51	±6	23	4	28	24	6	13	6	12	±10
Officers	38	±5	14	0	22	16	2	6	6	5	±7
ANG	37	±3	13	1	31	18	4	7	2	10	±4
White	35	±3	8	1	30	16	3	6	1	8	±5
Total Minority	42	±3	26	2	34	23	6	11	3	13	±5
Black	45	±5	32	2	43	27	8	11	2	15	±7
Hispanic	45	±6	23	1	29	19	5	10	4	10	±8
Other Race/Ethnicity	36	±6	22	2	30	21	4	10	3	15	±9
Enlisted	38	±3	13	1	31	19	4	8	1	9	±4
E1 – E4	29	±6	10	0	22	13	3	6	0	5	±10
E5 – E9	40	±3	13	1	33	21	4	8	1	10	±5
Officers	33	±6	15	0	30	11	3	5	4	15	±10
USAFR	39	±3	14	1	31	20	5	9	5	11	±4
White	36	±4	8	1	26	19	5	9	4	9	±6
Total Minority	44	±4	24	2	38	21	5	9	5	15	±5
Black	49	±5	24	3	42	23	8	9	5	18	±7
Hispanic	40	±7	27	1	35	22	3	9	3	15	±11
Other Race/Ethnicity	42	±7	19	2	33	17	3	11	9	9	±11
Enlisted	39	±3	15	2	32	20	6	11	5	11	±5
E1 – E4	33	±6	16	2	34	15	8	8	7	13	±10
E5 – E9	42	±4	15	2	31	22	5	11	4	10	±6
Officers	36	±6	10	0	27	18	3	4	3	12	±9
USCGR	40	±4	15	2	33	21	2	12	7	9	±7
White	39	±5	10	1	36	23	1	12	7	8	±9
Total Minority	43	±7	30	3	25	17	5	12	6	12	±9
Black	40	±16	NR	10	28	NR	16	NR	9	NR	±24
Hispanic	40	±9	36	2	30	17	4	17	8	11	±12
Other Race/Ethnicity	49	±12	11	1	19	9	2	11	2	4	±19
Enlisted	40	±5	16	2	35	21	2	12	7	9	±8
E1 – E4	43	±8	18	3	33	23	4	18	6	10	±12
E5 – E9	39	±6	15	1	36	20	0	9	7	8	±10
Officers	37	±6	12	1	24	25	4	11	5	9	±9

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

68. During the course of the situation you have in mind, how often did the behavior(s) occur?

1. Once

2. Occasionally

3. Frequently

	Percent Responding		Percentages			Max ME	Average Occurrence		
			1	2	3				
TOTAL DOD	48	±2	48	39	14	±3	1.7	±0.1	
Enlisted	49	±2	48	39	14	±3	1.7	±0.1	
E1 – E4	48	±4	51	37	13	±5	1.6	±0.1	
E5 – E9	49	±2	46	40	14	±3	1.7	±0.1	
Officers	43	±3	47	40	14	±5	1.7	±0.1	
O1 – O3	47	±5	52	36	12	±8	1.6	±0.1	
O4 – O6	38	±4	44	41	15	±6	1.7	±0.1	
Male	47	±2	49	38	12	±3	1.6	±0.1	
Female	49	±4	41	41	18	±5	1.8	±0.1	
White	45	±3	48	37	15	±4	1.7	±0.1	
Total Minority	53	±2	47	41	11	±3	1.6	±0.1	
Black	55	±3	46	41	13	±4	1.7	±0.1	
Hispanic	51	±3	51	40	9	±5	1.6	±0.1	
AIAN	57	±12	32	45	NR	±20	1.9	±0.3	
Asian	51	±4	52	42	6	±5	1.5	±0.1	
NHPI	37	±10	57	37	6	±11	1.5	±0.2	
Two or More Races	60	±7	37	47	17	±12	1.8	±0.2	
AGR/FTS/AR	50	±4	43	42	14	±5	1.7	±0.1	
Other Selected Reserve	47	±2	48	38	13	±3	1.7	±0.1	
Reserve Unit	48	±2	48	38	13	±3	1.7	±0.1	
Military Technician	44	±4	43	46	11	±6	1.7	±0.1	
IMA	39	±3	45	37	18	±4	1.7	±0.1	
Not Activated Past 12 Months	45	±2	50	38	12	±3	1.6	±0.1	
Activated Past 12 Months	54	±4	41	43	17	±5	1.8	±0.1	
Not Deployed Past 12 Months	46	±2	50	38	13	±3	1.6	±0.1	
Deployed Past 12 Months	57	±5	38	45	17	±6	1.8	±0.1	
ARNG	50	±3	45	41	13	±5	1.7	±0.1	
White	47	±4	46	40	15	±6	1.7	±0.1	
Total Minority	56	±4	45	45	11	±5	1.7	±0.1	
Black	58	±5	44	44	12	±7	1.7	±0.1	
Hispanic	54	±7	49	42	9	±9	1.6	±0.1	
Other Race/Ethnicity	58	±8	37	50	12	±10	1.7	±0.2	
Enlisted	51	±4	45	41	13	±5	1.7	±0.1	
E1 – E4	49	±6	45	42	13	±9	1.7	±0.2	
E5 – E9	52	±4	45	41	13	±5	1.7	±0.1	
Officers	46	±6	44	42	14	±9	1.7	±0.2	
USAR	55	±4	50	36	14	±5	1.6	±0.1	
White	54	±6	51	33	16	±7	1.6	±0.1	
Total Minority	56	±3	48	39	13	±5	1.7	±0.1	
Black	56	±5	48	38	15	±6	1.7	±0.1	
Hispanic	52	±5	51	39	11	±7	1.6	±0.1	
Other Race/Ethnicity	60	±8	45	41	14	±12	1.7	±0.2	
Enlisted	56	±4	50	35	15	±5	1.6	±0.1	
E1 – E4	53	±6	55	31	13	±9	1.6	±0.2	
E5 – E9	59	±4	45	39	16	±5	1.7	±0.1	
Officers	51	±6	47	39	14	±8	1.7	±0.2	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

68. Continued	Percent Responding		Percentages			Max ME	Average Occurrence		
			1	2	3				
USNR	45	±4	54	38	9	±5	1.5	±0.1	
White	39	±5	54	39	8	±9	1.5	±0.2	
Total Minority	54	±4	54	36	10	±5	1.6	±0.1	
Black	53	±5	54	39	7	±7	1.5	±0.1	
Hispanic	54	±6	55	32	13	±9	1.6	±0.2	
Other Race/Ethnicity	57	±6	53	38	9	±9	1.6	±0.2	
Enlisted	48	±4	54	38	8	±6	1.5	±0.1	
E1 – E4	48	±8	60	36	4	±11	1.4	±0.2	
E5 – E9	48	±5	52	39	10	±7	1.6	±0.1	
Officers	35	±6	54	36	10	±10	1.6	±0.2	
USMCR	46	±5	55	31	15	±8	1.6	±0.2	
White	44	±7	58	26	17	±11	1.6	±0.2	
Total Minority	48	±6	50	39	11	±9	1.6	±0.2	
Black	57	±10	41	48	10	±15	1.7	±0.2	
Hispanic	44	±9	60	34	7	±13	1.5	±0.2	
Other Race/Ethnicity	51	±13	38	38	24	±24	1.9	±0.3	
Enlisted	47	±6	55	31	15	±8	1.6	±0.2	
E1 – E4	46	±8	55	30	15	±11	1.6	±0.2	
E5 – E9	50	±6	53	32	15	±9	1.6	±0.2	
Officers	36	±5	56	31	13	±8	1.6	±0.2	
ANG	36	±3	46	40	14	±4	1.7	±0.1	
White	34	±3	45	39	16	±6	1.7	±0.1	
Total Minority	41	±3	49	42	9	±5	1.6	±0.1	
Black	44	±5	48	40	12	±7	1.6	±0.1	
Hispanic	43	±6	49	44	8	±9	1.6	±0.1	
Other Race/Ethnicity	36	±6	50	43	7	±9	1.6	±0.1	
Enlisted	36	±3	47	39	14	±5	1.7	±0.1	
E1 – E4	29	±6	59	36	5	±11	1.5	±0.2	
E5 – E9	39	±3	44	40	16	±5	1.7	±0.1	
Officers	31	±6	39	47	14	±11	1.8	±0.2	
USAFR	37	±3	45	40	15	±5	1.7	±0.1	
White	34	±4	44	39	17	±7	1.7	±0.1	
Total Minority	42	±4	48	41	11	±5	1.6	±0.1	
Black	47	±5	47	41	13	±7	1.7	±0.1	
Hispanic	38	±6	47	45	7	±10	1.6	±0.2	
Other Race/Ethnicity	39	±6	52	36	12	±11	1.6	±0.2	
Enlisted	37	±3	44	41	15	±5	1.7	±0.1	
E1 – E4	32	±6	55	36	9	±10	1.5	±0.2	
E5 – E9	40	±4	40	43	17	±6	1.8	±0.1	
Officers	35	±6	51	35	14	±10	1.6	±0.2	
USCGR	37	±4	50	39	11	±7	1.6	±0.1	
White	36	±5	51	36	13	±9	1.6	±0.2	
Total Minority	40	±7	49	45	6	±11	1.6	±0.2	
Black	40	±16	NR	NR	18	±22	1.8	±0.4	
Hispanic	37	±8	48	48	5	±13	1.6	±0.2	
Other Race/Ethnicity	46	±12	55	43	1	±19	1.5	±0.2	
Enlisted	38	±5	51	38	11	±8	1.6	±0.2	
E1 – E4	42	±8	52	39	9	±13	1.6	±0.2	
E5 – E9	36	±6	50	37	12	±10	1.6	±0.2	
Officers	33	±6	47	41	13	±10	1.7	±0.2	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

69. How long did this situation last or, if continuing, how long has it been going on?

1. Less than 1 week 2. 1 week to less than 1 month 3. 1 month to less than 3 months
 4. 3 months to less than 6 months 5. 6 months or more

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
TOTAL DOD	47	±2	46	6	7	8	32	±3
Enlisted	48	±2	47	7	7	8	30	±3
E1 – E4	47	±4	51	6	9	7	26	±5
E5 – E9	49	±2	44	7	6	9	34	±3
Officers	42	±3	41	6	7	7	39	±5
O1 – O3	47	±5	45	5	7	6	37	±8
O4 – O6	38	±4	36	5	7	10	42	±6
Male	47	±2	48	6	7	8	30	±3
Female	48	±4	38	7	10	9	37	±5
White	44	±3	46	6	7	8	33	±4
Total Minority	52	±2	47	7	7	8	30	±3
Black	54	±3	46	8	9	9	28	±4
Hispanic	50	±3	51	7	6	8	28	±5
AIAN	57	±12	31	11	8	6	44	±21
Asian	50	±4	54	6	7	6	27	±6
NHPI	37	±10	52	8	5	3	32	±12
Two or More Races	60	±7	36	4	6	11	43	±12
AGR/FTS/AR	50	±4	44	6	6	9	36	±5
Other Selected Reserve	47	±2	47	7	7	8	31	±3
Reserve Unit	47	±2	47	7	7	8	31	±3
Military Technician	43	±4	47	5	5	8	34	±6
IMA	38	±3	39	6	7	9	40	±4
Not Activated Past 12 Months	45	±2	49	6	7	8	31	±3
Activated Past 12 Months	54	±4	40	8	8	10	34	±5
Not Deployed Past 12 Months	45	±2	48	6	7	8	31	±3
Deployed Past 12 Months	57	±5	37	10	8	10	35	±6
ARNG	49	±3	47	7	8	8	31	±5
White	46	±4	47	6	9	7	31	±6
Total Minority	56	±4	48	7	6	8	31	±5
Black	57	±5	47	9	7	8	28	±7
Hispanic	53	±7	50	8	5	7	29	±9
Other Race/Ethnicity	58	±8	44	3	2	10	41	±14
Enlisted	50	±4	48	7	8	8	29	±5
E1 – E4	49	±6	49	6	11	6	27	±9
E5 – E9	51	±4	46	7	5	10	31	±5
Officers	45	±6	45	5	4	3	43	±9
USAR	54	±4	46	6	8	9	31	±5
White	54	±6	46	6	6	10	31	±7
Total Minority	55	±3	46	7	9	8	30	±5
Black	56	±5	46	7	10	9	29	±6
Hispanic	52	±5	51	6	5	10	28	±7
Other Race/Ethnicity	59	±8	39	8	12	5	37	±13
Enlisted	55	±4	48	6	7	9	30	±5
E1 – E4	53	±6	52	6	6	9	26	±9
E5 – E9	58	±4	43	7	7	9	34	±5
Officers	50	±6	36	7	12	9	37	±9

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

69. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
USNR	45	±4	46	8	8	11	27	±5
White	39	±5	45	7	7	12	28	±9
Total Minority	53	±4	48	9	8	10	25	±5
Black	53	±5	49	11	8	10	23	±7
Hispanic	52	±6	48	8	9	8	28	±10
Other Race/Ethnicity	56	±6	46	9	8	14	24	±14
Enlisted	48	±4	47	8	7	11	26	±6
E1 – E4	47	±8	53	7	10	13	16	±11
E5 – E9	48	±5	45	9	6	11	29	±7
Officers	35	±6	41	7	9	12	31	±10
USMCR	45	±5	55	5	8	5	28	±8
White	44	±7	54	5	6	3	33	±11
Total Minority	47	±6	56	5	11	9	20	±9
Black	52	±10	51	8	18	6	17	±23
Hispanic	44	±9	62	3	10	11	14	±14
Other Race/Ethnicity	51	±13	48	6	3	7	37	±20
Enlisted	46	±6	55	5	8	5	27	±8
E1 – E4	45	±8	57	5	9	3	26	±11
E5 – E9	50	±6	51	4	6	9	30	±10
Officers	36	±5	47	6	4	9	34	±8
ANG	35	±3	44	7	6	7	36	±4
White	33	±3	43	7	6	8	37	±6
Total Minority	40	±3	47	7	5	6	35	±5
Black	44	±5	45	5	8	10	32	±7
Hispanic	42	±6	49	6	2	3	39	±9
Other Race/Ethnicity	35	±6	49	10	4	6	31	±9
Enlisted	35	±3	45	7	6	7	35	±5
E1 – E4	28	±6	58	9	7	6	20	±11
E5 – E9	38	±3	42	7	5	8	39	±5
Officers	32	±6	37	3	6	8	46	±10
USAFR	36	±3	41	4	7	7	41	±5
White	33	±4	40	3	5	5	46	±7
Total Minority	41	±4	43	6	10	9	32	±5
Black	46	±5	36	8	9	12	34	±7
Hispanic	38	±6	48	4	14	5	30	±12
Other Race/Ethnicity	37	±6	54	4	6	5	31	±10
Enlisted	37	±3	42	4	8	5	41	±5
E1 – E4	31	±6	50	9	14	4	24	±10
E5 – E9	39	±4	39	3	6	6	46	±6
Officers	34	±6	40	5	3	13	40	±11
USCGR	37	±4	52	7	7	8	26	±7
White	36	±5	53	5	6	8	27	±9
Total Minority	39	±7	50	11	10	8	21	±11
Black	38	±16	NR	NR	NR	11	NR	±19
Hispanic	36	±8	45	17	8	9	21	±17
Other Race/Ethnicity	45	±13	58	6	14	4	17	±21
Enlisted	38	±5	54	7	7	8	24	±8
E1 – E4	42	±8	64	7	5	6	18	±13
E5 – E9	35	±6	47	7	9	9	28	±10
Officers	34	±6	43	5	8	8	36	±10

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

70. Where did this situation occur?

















































1. At a military installation (for example, on base)

2. Some behaviors occurred at a military installation and some did not

3. Not at a military installation (for example, off base)

	Percent Responding		Percentages			Max ME	Percentage on an Installation		
			1	2	3				
TOTAL DOD	47	±2	64	19	17	±3	83.0	±2.0	
Enlisted	47	±2	63	20	17	±3	83.0	±3.0	
E1 – E4	47	±4	60	21	19	±5	81.0	±4.0	
E5 – E9	48	±2	65	19	16	±3	84.0	±3.0	
Officers	42	±3	68	17	14	±5	86.0	±4.0	
O1 – O3	47	±5	66	18	16	±7	84.0	±6.0	
O4 – O6	38	±4	70	17	13	±6	87.0	±4.0	
Male	46	±2	62	20	18	±3	82.0	±3.0	
Female	48	±4	71	17	12	±5	88.0	±4.0	
White	44	±3	66	18	16	±4	84.0	±3.0	
Total Minority	52	±2	59	22	18	±3	82.0	±2.0	
Black	54	±3	62	20	19	±4	81.0	±3.0	
Hispanic	50	±3	58	23	19	±5	81.0	±4.0	
AIAN	57	±12	72	15	13	±15	87.0	±9.0	
Asian	51	±4	54	27	19	±5	81.0	±4.0	
NHPI	37	±10	46	35	20	±13	80.0	±7.0	
Two or More Races	59	±7	60	26	14	±13	86.0	±8.0	
AGR/FTS/AR	49	±4	69	16	15	±5	85.0	±4.0	
Other Selected Reserve	46	±2	63	20	17	±3	83.0	±2.0	
Reserve Unit	47	±2	63	20	17	±3	83.0	±2.0	
Military Technician	43	±4	65	21	14	±6	86.0	±4.0	
IMA	38	±3	71	15	14	±4	86.0	±4.0	
Not Activated Past 12 Months	44	±2	62	19	19	±3	81.0	±3.0	
Activated Past 12 Months	54	±4	69	20	12	±5	88.0	±3.0	
Not Deployed Past 12 Months	45	±2	62	20	18	±3	82.0	±2.0	
Deployed Past 12 Months	57	±5	72	18	9	±6	91.0	±5.0	
ARNG	49	±3	61	22	17	±5	83.0	±4.0	
White	46	±4	65	20	15	±6	85.0	±5.0	
Total Minority	56	±4	55	27	19	±5	81.0	±4.0	
Black	57	±5	58	26	16	±7	84.0	±5.0	
Hispanic	53	±7	51	27	22	±10	78.0	±8.0	
Other Race/Ethnicity	58	±8	53	29	18	±11	82.0	±8.0	
Enlisted	49	±4	61	23	16	±5	84.0	±4.0	
E1 – E4	48	±6	60	25	15	±9	85.0	±7.0	
E5 – E9	51	±4	61	21	18	±5	82.0	±5.0	
Officers	45	±6	65	16	18	±8	82.0	±8.0	
USAR	54	±4	63	19	18	±5	82.0	±4.0	
White	53	±6	65	17	18	±7	82.0	±7.0	
Total Minority	55	±3	60	21	19	±5	81.0	±3.0	
Black	56	±5	60	18	22	±6	78.0	±5.0	
Hispanic	52	±5	61	23	17	±7	83.0	±5.0	
Other Race/Ethnicity	59	±8	60	27	14	±13	86.0	±5.0	
Enlisted	55	±4	62	19	20	±5	80.0	±5.0	
E1 – E4	52	±6	62	15	23	±8	77.0	±8.0	
E5 – E9	58	±4	62	22	16	±5	84.0	±5.0	
Officers	49	±6	67	23	10	±8	90.0	±6.0	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

70. Continued	Percent Responding		Percentages			Max ME	Percentage on an Installation		
			1	2	3				
USNR	44	±4	65	17	18	±5	82.0	±4.0	
White	39	±5	66	16	17	±8	83.0	±8.0	
Total Minority	53	±4	64	18	18	±5	82.0	±4.0	
Black	53	±5	65	14	21	±7	79.0	±6.0	
Hispanic	52	±6	65	20	15	±9	85.0	±8.0	
Other Race/Ethnicity	56	±6	60	20	20	±9	80.0	±6.0	
Enlisted	47	±4	64	17	19	±6	81.0	±5.0	
E1 – E4	47	±8	51	20	29	±11	71.0	±11.0	
E5 – E9	47	±5	68	16	15	±7	85.0	±5.0	
Officers	35	±6	70	15	15	±9	85.0	±8.0	
USMCR	45	±5	55	23	22	±8	78.0	±7.0	
White	44	±7	58	21	20	±11	80.0	±10.0	
Total Minority	47	±6	49	26	26	±10	74.0	±9.0	
Black	52	±10	49	26	25	±19	75.0	±12.0	
Hispanic	44	±9	50	22	27	±14	73.0	±14.0	
Other Race/Ethnicity	51	±13	43	34	NR	±21	NR		
Enlisted	46	±6	54	24	23	±8	77.0	±8.0	
E1 – E4	45	±8	51	26	23	±11	77.0	±10.0	
E5 – E9	50	±6	59	19	23	±11	77.0	±11.0	
Officers	36	±5	67	14	19	±7	81.0	±7.0	
ANG	35	±3	72	13	15	±4	85.0	±4.0	
White	33	±3	73	12	15	±5	85.0	±5.0	
Total Minority	40	±3	71	15	14	±5	86.0	±4.0	
Black	43	±5	74	12	14	±6	86.0	±6.0	
Hispanic	42	±6	70	14	16	±9	84.0	±8.0	
Other Race/Ethnicity	35	±6	66	21	13	±8	87.0	±5.0	
Enlisted	35	±3	71	13	16	±5	84.0	±4.0	
E1 – E4	29	±6	52	20	28	±11	72.0	±11.0	
E5 – E9	38	±3	76	12	12	±5	88.0	±4.0	
Officers	32	±6	78	11	11	±9	89.0	±8.0	
USAFR	36	±3	74	12	14	±5	86.0	±4.0	
White	33	±4	73	12	14	±7	86.0	±6.0	
Total Minority	42	±4	75	12	13	±5	87.0	±4.0	
Black	46	±5	79	8	13	±6	87.0	±6.0	
Hispanic	38	±6	73	15	12	±10	88.0	±10.0	
Other Race/Ethnicity	38	±6	70	15	15	±11	85.0	±11.0	
Enlisted	37	±3	74	12	14	±5	86.0	±4.0	
E1 – E4	31	±5	63	8	29	±10	71.0	±10.0	
E5 – E9	39	±4	78	14	9	±6	91.0	±4.0	
Officers	34	±6	75	11	13	±10	87.0	±10.0	
USCGR	37	±4	65	17	17	±7	83.0	±6.0	
White	36	±5	65	16	19	±9	81.0	±8.0	
Total Minority	39	±7	67	20	13	±10	87.0	±7.0	
Black	36	±16	NR	NR	NR		NR		
Hispanic	37	±8	59	26	16	±13	84.0	±11.0	
Other Race/Ethnicity	44	±13	79	9	12	±15	88.0	±12.0	
Enlisted	37	±5	64	18	18	±8	82.0	±7.0	
E1 – E4	41	±8	51	27	22	±13	78.0	±12.0	
E5 – E9	35	±6	72	13	15	±9	85.0	±8.0	
Officers	34	±6	73	12	15	±10	85.0	±9.0	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

71. Did any of the behaviors in the situation occur...

- a. At your military work (the place where you perform your military duties)? b. During duty hours? c. In a military work environment where members of your racial/ethnic background are uncommon?
- d. At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)? e. While you were deployed?

	Percent Responding		Percentages					Max ME
			a	b	c	d	e	
TOTAL DOD	47	±2	66	67	20	14	22	±3
Enlisted	48	±2	65	67	20	14	22	±3
E1 – E4	47	±4	61	63	18	16	19	±5
E5 – E9	49	±2	68	70	21	13	24	±3
Officers	43	±3	71	71	22	14	20	±4
O1 – O3	47	±5	68	68	24	17	20	±7
O4 – O6	38	±4	73	74	20	9	21	±6
Male	47	±2	63	65	20	14	22	±3
Female	49	±4	77	78	22	14	22	±5
White	44	±3	67	68	15	13	21	±4
Total Minority	53	±2	63	66	29	17	23	±3
Black	55	±3	64	68	30	14	21	±4
Hispanic	51	±3	59	63	26	18	25	±5
AIAN	58	±12	76	75	32	NR	12	±22
Asian	52	±4	58	55	35	23	20	±5
NHPI	37	±10	58	64	32	18	20	±12
Two or More Races	60	±7	74	78	27	20	30	±13
AGR/FTS/AR	50	±4	74	77	25	13	8	±5
Other Selected Reserve	47	±2	65	66	19	15	23	±3
Reserve Unit	47	±2	65	66	19	15	23	±3
Military Technician	44	±4	67	69	19	13	21	±6
IMA	39	±3	64	70	17	12	14	±4
Not Activated Past 12 Months	45	±2	65	67	20	14	11	±3
Activated Past 12 Months	54	±4	68	70	20	16	49	±5
Not Deployed Past 12 Months	46	±2	65	66	20	14	12	±3
Deployed Past 12 Months	57	±5	70	73	23	18	70	±6
ARNG	50	±3	65	67	21	15	26	±5
White	47	±4	68	68	16	14	25	±6
Total Minority	57	±4	60	64	30	18	27	±5
Black	58	±5	63	70	33	15	25	±7
Hispanic	54	±7	54	56	26	17	31	±9
Other Race/Ethnicity	58	±8	64	67	30	25	27	±11
Enlisted	50	±4	65	67	20	15	26	±5
E1 – E4	49	±6	62	65	20	18	23	±9
E5 – E9	52	±4	67	68	20	13	29	±5
Officers	46	±6	67	66	28	17	23	±9
USAR	54	±4	67	70	19	15	21	±5
White	53	±6	68	69	12	12	19	±7
Total Minority	56	±3	65	70	28	18	23	±4
Black	56	±5	64	68	30	16	22	±6
Hispanic	52	±5	62	71	24	21	24	±7
Other Race/Ethnicity	60	±8	73	73	31	21	24	±13
Enlisted	55	±4	65	68	19	16	20	±5
E1 – E4	52	±6	63	64	15	14	16	±9
E5 – E9	59	±4	66	72	23	17	24	±5
Officers	49	±6	77	79	20	13	22	±8

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

71. Continued	Percent Responding		Percentages					Max ME
			a	b	c	d	e	
USNR	46	±4	62	64	21	14	19	±5
White	40	±5	63	64	15	13	16	±9
Total Minority	55	±4	62	63	28	15	21	±5
Black	55	±5	63	62	24	11	17	±7
Hispanic	53	±6	64	66	28	16	25	±10
Other Race/Ethnicity	58	±6	58	59	34	19	21	±10
Enlisted	49	±4	61	63	23	14	18	±6
E1 – E4	49	±8	52	49	16	13	11	±11
E5 – E9	49	±5	64	67	25	15	20	±7
Officers	35	±6	68	68	13	12	22	±9
USMCR	45	±5	60	56	19	15	19	±8
White	43	±7	64	59	13	13	19	±11
Total Minority	49	±6	54	52	27	19	18	±9
Black	59	±10	42	41	20	10	10	±14
Hispanic	44	±9	57	55	25	21	19	±15
Other Race/Ethnicity	50	±13	64	61	42	25	28	±24
Enlisted	46	±6	60	56	18	16	19	±8
E1 – E4	45	±8	60	54	16	15	15	±11
E5 – E9	49	±6	62	60	23	17	27	±10
Officers	35	±5	56	62	21	13	19	±8
ANG	35	±3	68	69	17	9	14	±4
White	34	±3	68	68	12	7	14	±5
Total Minority	41	±3	69	71	31	15	12	±5
Black	44	±5	73	73	36	14	12	±7
Hispanic	42	±6	67	69	28	15	11	±9
Other Race/Ethnicity	36	±6	68	70	29	15	12	±8
Enlisted	36	±3	68	68	16	9	14	±5
E1 – E4	29	±6	53	55	12	12	9	±11
E5 – E9	38	±3	72	71	17	8	15	±5
Officers	32	±6	72	73	19	11	12	±10
USAFR	36	±3	71	74	21	12	14	±5
White	34	±4	71	75	17	12	16	±7
Total Minority	42	±4	70	72	26	12	11	±5
Black	46	±5	72	73	25	9	8	±7
Hispanic	38	±6	75	78	30	13	13	±11
Other Race/Ethnicity	38	±6	58	58	25	15	13	±11
Enlisted	37	±3	71	75	21	13	14	±5
E1 – E4	31	±6	57	59	22	16	10	±10
E5 – E9	39	±4	76	80	21	12	16	±6
Officers	35	±6	67	70	18	8	12	±10
USCGR	37	±4	71	68	15	13	23	±7
White	36	±5	70	67	9	10	21	±9
Total Minority	39	±7	73	71	31	20	28	±10
Black	36	±16	89	84	NR	NR	NR	±24
Hispanic	37	±8	71	70	34	26	31	±14
Other Race/Ethnicity	44	±13	70	67	25	9	25	±20
Enlisted	37	±5	73	69	14	14	23	±8
E1 – E4	41	±8	70	71	15	19	17	±13
E5 – E9	35	±6	75	68	14	11	27	±10
Officers	34	±6	61	63	17	8	20	±10

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

72. Reserve component members who indicated at least one offender of each racial/ethnic group was involved in the situation: Constructed from Q72.

- a. Unknown race/ethnicity b. Multiracial/ethnic individual(s) c. White
 d. Black e. American Indian or Alaska Native f. Asian
 g. Native Hawaiian or other Pacific Islander h. Spanish/Hispanic/Latino

	Percent Responding		Percentages								Max ME
			a	b	c	d	e	f	g	h	
TOTAL DOD	32	±2	21	23	73	38	6	11	6	27	±3
Enlisted	32	±2	21	23	72	39	6	11	6	28	±4
E1 – E4	31	±4	22	26	69	41	7	9	7	30	±6
E5 – E9	33	±2	21	21	75	37	6	12	6	27	±4
Officers	29	±3	22	18	73	30	4	11	7	23	±5
O1 – O3	32	±5	26	22	72	33	5	14	9	28	±9
O4 – O6	27	±3	18	15	78	27	3	7	5	17	±7
Male	30	±2	22	23	71	36	7	10	7	28	±4
Female	38	±4	19	22	78	43	3	11	5	27	±6
White	29	±3	20	20	72	37	6	8	5	25	±5
Total Minority	38	±2	24	26	74	39	6	14	8	31	±3
Black	41	±3	20	23	76	44	5	12	7	25	±4
Hispanic	34	±3	27	30	73	36	5	12	7	41	±5
AIAN	36	±13	NR	23	NR	NR	6	5	4	23	±17
Asian	34	±4	23	29	69	34	7	21	15	31	±8
NHPI	25	±8	25	43	63	27	11	40	43	24	±15
Two or More Races	50	±8	29	26	76	33	8	17	6	30	±14
AGR/FTS/AR	34	±4	20	19	77	35	6	11	6	20	±6
Other Selected Reserve	32	±2	22	23	72	38	6	11	6	28	±3
Reserve Unit	32	±2	21	23	72	38	6	11	6	28	±4
Military Technician	27	±4	24	25	77	37	7	14	8	31	±8
IMA	26	±3	26	21	69	35	7	11	8	20	±5
Not Activated Past 12 Months	29	±2	22	21	72	37	6	10	6	27	±4
Activated Past 12 Months	39	±4	20	26	75	40	6	11	6	28	±6
Not Deployed Past 12 Months	30	±2	22	22	72	37	6	11	6	26	±3
Deployed Past 12 Months	43	±5	20	26	73	42	6	11	7	32	±7
ARNG	33	±3	20	23	76	34	7	11	7	28	±5
White	30	±4	19	19	75	33	8	9	6	26	±8
Total Minority	41	±4	22	29	77	37	5	14	8	32	±6
Black	45	±5	17	25	78	42	5	13	7	23	±8
Hispanic	36	±6	23	31	74	35	3	11	6	44	±11
Other Race/Ethnicity	44	±8	32	35	81	30	8	21	13	27	±15
Enlisted	34	±4	20	24	77	36	7	11	7	29	±6
E1 – E4	33	±6	18	25	73	36	9	10	7	29	±10
E5 – E9	35	±4	22	23	80	36	6	12	6	29	±6
Officers	30	±5	20	16	70	22	3	9	7	22	±10
USAR	38	±3	23	23	65	50	5	9	5	28	±5
White	37	±5	21	23	61	53	4	7	3	25	±9
Total Minority	40	±3	26	23	71	45	6	12	8	32	±5
Black	41	±4	26	23	74	50	5	13	8	28	±7
Hispanic	35	±5	28	29	73	44	6	12	7	39	±8
Other Race/Ethnicity	44	±8	24	17	60	37	6	12	12	30	±14
Enlisted	38	±4	23	24	64	50	4	9	5	28	±6
E1 – E4	35	±6	27	27	60	53	4	6	4	31	±11
E5 – E9	42	±4	19	20	68	48	4	11	6	25	±6
Officers	37	±6	27	23	73	46	6	13	8	28	±10

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.
 NR: Not reportable

72. Continued	Percent Responding		Percentages								Max ME
			a	b	c	d	e	f	g	h	
USNR	30	±3	23	25	77	37	8	17	9	29	±6
White	26	±5	19	21	82	34	6	12	9	28	±10
Total Minority	35	±4	28	30	71	41	10	22	9	30	±7
Black	38	±5	24	26	74	38	7	16	9	28	±8
Hispanic	28	±5	31	29	71	42	10	21	11	34	±13
Other Race/Ethnicity	41	±7	28	35	67	42	12	31	7	30	±15
Enlisted	32	±4	25	27	77	39	9	19	10	32	±7
E1 – E4	28	±7	25	32	78	39	9	19	17	32	±14
E5 – E9	33	±5	25	26	77	39	9	19	8	32	±8
Officers	23	±5	14	13	76	29	3	7	4	17	±11
USMCR	26	±5	30	33	72	43	14	14	13	49	±10
White	22	±6	29	33	74	43	15	12	14	46	±15
Total Minority	31	±6	32	33	70	42	13	16	12	52	±12
Black	35	±10	25	23	NR	57	14	18	13	39	±17
Hispanic	29	±8	32	44	71	34	16	18	15	63	±19
Other Race/Ethnicity	35	±13	NR	17	NR	NR	4	10	5	NR	±16
Enlisted	26	±5	31	35	72	44	15	15	14	52	±11
E1 – E4	24	±7	31	35	74	42	15	10	14	48	±16
E5 – E9	31	±6	32	33	67	47	14	22	14	58	±13
Officers	21	±4	19	14	77	29	3	8	4	16	±9
ANG	23	±2	16	14	77	21	4	8	5	18	±5
White	21	±3	14	12	77	18	4	5	5	16	±6
Total Minority	31	±3	22	19	76	28	5	13	7	22	±6
Black	36	±4	16	9	84	30	3	6	3	13	±7
Hispanic	32	±6	27	21	76	21	4	8	3	30	±10
Other Race/Ethnicity	25	±5	23	33	64	37	10	31	18	26	±14
Enlisted	24	±3	16	14	76	22	5	7	6	18	±5
E1 – E4	18	±5	15	15	82	25	6	9	6	14	±12
E5 – E9	25	±3	16	14	75	22	4	7	6	20	±6
Officers	22	±5	21	13	78	12	0	10	3	15	±12
USAFR	23	±3	23	19	72	27	4	9	5	20	±6
White	20	±4	24	16	71	25	3	10	5	20	±9
Total Minority	30	±3	21	22	72	29	5	9	4	21	±6
Black	32	±5	12	17	72	33	6	7	2	17	±8
Hispanic	30	±6	34	25	71	23	3	7	4	25	±13
Other Race/Ethnicity	25	±6	20	30	74	30	3	16	7	24	±15
Enlisted	23	±3	22	20	69	29	4	8	4	21	±6
E1 – E4	19	±5	18	20	64	25	2	6	1	25	±13
E5 – E9	24	±4	23	21	71	30	4	9	5	19	±7
Officers	24	±5	26	14	81	21	4	14	6	18	±13
USCGR	23	±4	13	20	80	19	3	9	6	25	±9
White	22	±5	12	19	79	20	1	7	5	24	±11
Total Minority	26	±6	17	23	82	15	7	12	9	28	±14
Black	32	±15	3	NR	89	NR	NR	11	NR	NR	±24
Hispanic	24	±7	19	33	78	18	5	3	8	31	±20
Other Race/Ethnicity	27	±12	NR	9	83	NR	NR	NR	NR	NR	±23
Enlisted	24	±4	11	22	82	19	3	8	7	27	±10
E1 – E4	29	±8	11	20	78	17	NR	8	10	22	±15
E5 – E9	21	±5	12	24	84	21	6	9	4	30	±13
Officers	20	±5	24	10	71	18	2	10	2	17	±12

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.















































NR: Not reportable

73. Was the offender(s)...**a. Someone in your chain of command?**

















































1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	46	±2	43	45	13	±3	
Enlisted	46	±2	42	45	13	±3	
E1 – E4	46	±4	40	46	14	±5	
E5 – E9	47	±2	44	44	12	±3	
Officers	41	±3	45	44	11	±5	
O1 – O3	47	±5	41	48	11	±8	
O4 – O6	36	±4	50	39	11	±6	
Male	45	±2	41	46	13	±3	
Female	47	±4	51	40	9	±5	
White	43	±3	44	43	13	±4	
Total Minority	51	±2	40	48	12	±3	
Black	53	±3	44	44	11	±4	
Hispanic	49	±3	36	51	13	±5	
AIAN	50	±13	44	49	7	±19	
Asian	50	±4	30	57	13	±5	
NHPI	34	±10	41	49	10	±12	
Two or More Races	56	±8	45	46	9	±11	
AGR/FTS/AR	48	±4	48	37	14	±5	
Other Selected Reserve	45	±2	42	46	12	±3	
Reserve Unit	46	±2	42	46	12	±3	
Military Technician	41	±4	43	42	15	±6	
IMA	37	±3	41	48	10	±4	
Not Activated Past 12 Months	43	±2	40	47	13	±3	
Activated Past 12 Months	52	±4	50	39	11	±5	
Not Deployed Past 12 Months	44	±2	41	47	13	±3	
Deployed Past 12 Months	55	±5	54	36	11	±6	
ARNG	48	±3	43	45	12	±5	
White	45	±4	45	44	11	±6	
Total Minority	54	±4	39	49	12	±5	
Black	56	±5	48	40	12	±7	
Hispanic	52	±7	35	52	13	±9	
Other Race/Ethnicity	54	±8	29	61	9	±9	
Enlisted	49	±4	44	45	11	±5	
E1 – E4	47	±6	42	46	12	±9	
E5 – E9	50	±4	45	44	11	±5	
Officers	44	±6	39	48	13	±9	
USAR	52	±4	44	44	12	±5	
White	51	±6	46	41	13	±8	
Total Minority	54	±3	43	47	11	±5	
Black	55	±5	43	47	10	±6	
Hispanic	50	±5	38	51	11	±7	
Other Race/Ethnicity	57	±8	49	42	10	±11	
Enlisted	53	±4	43	45	13	±5	
E1 – E4	50	±6	41	43	15	±9	
E5 – E9	56	±4	45	46	10	±6	
Officers	48	±6	52	41	7	±9	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

73a. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
USNR	44	±4	36	44	20	±5	
White	38	±5	36	40	23	±9	
Total Minority	52	±4	36	47	17	±5	
Black	51	±5	37	52	11	±7	
Hispanic	51	±6	34	43	23	±9	
Other Race/Ethnicity	55	±6	36	48	15	±11	
Enlisted	47	±4	35	45	21	±6	
E1 – E4	47	±8	27	50	23	±11	
E5 – E9	46	±5	37	43	20	±7	
Officers	33	±6	44	40	17	±10	
USMCR	44	±5	39	49	12	±8	
White	42	±7	44	43	12	±11	
Total Minority	47	±6	31	57	12	±10	
Black	56	±10	28	62	11	±18	
Hispanic	43	±9	26	62	12	±12	
Other Race/Ethnicity	49	±13	46	39	15	±20	
Enlisted	45	±6	39	48	13	±9	
E1 – E4	44	±8	40	48	12	±11	
E5 – E9	46	±6	38	49	14	±10	
Officers	35	±5	34	57	10	±8	
ANG	34	±3	43	43	14	±4	
White	32	±3	43	43	15	±6	
Total Minority	39	±3	44	44	12	±5	
Black	42	±5	47	43	10	±7	
Hispanic	41	±6	43	43	14	±10	
Other Race/Ethnicity	35	±6	40	49	12	±9	
Enlisted	34	±3	43	43	14	±5	
E1 – E4	28	±6	34	52	15	±11	
E5 – E9	36	±3	45	41	13	±5	
Officers	31	±6	42	41	17	±11	
USAFR	35	±3	42	45	13	±5	
White	32	±4	43	42	15	±7	
Total Minority	40	±4	41	49	10	±5	
Black	44	±5	47	44	10	±7	
Hispanic	36	±6	40	49	11	±10	
Other Race/Ethnicity	37	±6	31	60	9	±10	
Enlisted	35	±3	41	45	14	±6	
E1 – E4	30	±5	30	57	13	±10	
E5 – E9	37	±4	45	40	14	±6	
Officers	34	±6	46	45	9	±11	
USCGR	35	±4	34	55	11	±7	
White	34	±5	33	58	9	±9	
Total Minority	38	±7	34	49	17	±11	
Black	36	±16	NR	NR	NR		
Hispanic	37	±8	27	54	19	±13	
Other Race/Ethnicity	41	±13	NR	NR	19	±17	
Enlisted	36	±5	33	56	11	±8	
E1 – E4	39	±8	37	52	11	±13	
E5 – E9	34	±6	31	58	11	±11	
Officers	33	±6	36	51	13	±10	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

73. Was the offender(s)...

b. Other military person(s), not in your chain of command, of higher rank/grade than you?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	45	±2	29	57	14	±3	
Enlisted	46	±2	29	57	14	±3	
E1 – E4	45	±4	30	54	16	±5	
E5 – E9	47	±2	29	59	12	±3	
Officers	41	±3	28	59	14	±5	
O1 – O3	46	±5	26	60	14	±8	
O4 – O6	36	±4	30	57	13	±6	
Male	45	±2	28	58	14	±3	
Female	46	±4	35	54	11	±5	
White	43	±3	28	57	15	±4	
Total Minority	51	±2	31	57	12	±3	
Black	53	±3	33	57	11	±4	
Hispanic	48	±3	31	56	13	±5	
AIAN	57	±12	27	54	NR	±20	
Asian	50	±4	29	57	14	±6	
NHPI	34	±10	25	62	13	±11	
Two or More Races	56	±8	31	59	10	±12	
AGR/FTS/AR	48	±4	26	58	15	±5	
Other Selected Reserve	45	±2	29	57	14	±3	
Reserve Unit	45	±2	30	57	14	±3	
Military Technician	41	±4	27	56	17	±6	
IMA	36	±3	27	60	13	±4	
Not Activated Past 12 Months	43	±2	28	58	14	±3	
Activated Past 12 Months	52	±4	32	55	14	±5	
Not Deployed Past 12 Months	44	±2	29	58	14	±3	
Deployed Past 12 Months	54	±5	33	54	13	±6	
ARNG	48	±3	31	56	13	±5	
White	46	±4	29	57	14	±6	
Total Minority	54	±4	34	54	12	±5	
Black	55	±5	36	53	11	±7	
Hispanic	52	±7	32	56	12	±9	
Other Race/Ethnicity	54	±8	32	55	13	±11	
Enlisted	49	±4	31	56	13	±5	
E1 – E4	47	±6	31	54	15	±9	
E5 – E9	50	±4	32	57	11	±5	
Officers	44	±6	25	60	15	±9	
USAR	52	±4	30	57	14	±5	
White	50	±6	27	57	16	±8	
Total Minority	54	±3	32	56	12	±5	
Black	54	±5	33	57	10	±6	
Hispanic	50	±5	32	54	14	±7	
Other Race/Ethnicity	59	±8	30	58	12	±12	
Enlisted	52	±4	29	57	14	±5	
E1 – E4	50	±6	32	51	17	±9	
E5 – E9	55	±4	26	64	10	±5	
Officers	48	±6	32	55	13	±9	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

73b. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
USNR	43	±4	25	56	19	±5	
White	38	±5	25	52	23	±9	
Total Minority	51	±4	24	60	15	±5	
Black	51	±5	24	64	12	±7	
Hispanic	49	±6	26	55	19	±9	
Other Race/Ethnicity	55	±6	22	63	15	±9	
Enlisted	46	±4	24	56	20	±6	
E1 – E4	48	±8	23	54	23	±11	
E5 – E9	46	±5	25	56	19	±7	
Officers	33	±6	26	58	16	±10	
USMCR	43	±5	25	61	14	±8	
White	40	±7	26	57	17	±11	
Total Minority	47	±6	24	67	10	±8	
Black	56	±10	20	73	7	±12	
Hispanic	43	±9	21	69	10	±10	
Other Race/Ethnicity	49	±13	36	52	12	±21	
Enlisted	44	±6	26	60	14	±8	
E1 – E4	42	±8	26	59	15	±11	
E5 – E9	46	±6	24	63	13	±9	
Officers	34	±5	21	68	11	±8	
ANG	34	±3	28	58	13	±4	
White	32	±3	27	59	14	±6	
Total Minority	39	±3	32	56	12	±5	
Black	41	±5	31	58	11	±7	
Hispanic	40	±6	38	49	13	±10	
Other Race/Ethnicity	35	±6	26	63	11	±9	
Enlisted	34	±3	28	58	13	±5	
E1 – E4	28	±6	30	57	12	±11	
E5 – E9	36	±3	28	58	14	±5	
Officers	31	±6	27	60	12	±10	
USAFR	35	±3	27	60	13	±5	
White	32	±4	27	59	14	±7	
Total Minority	40	±4	27	62	11	±5	
Black	44	±5	25	64	12	±7	
Hispanic	37	±6	30	60	10	±11	
Other Race/Ethnicity	37	±6	27	62	11	±11	
Enlisted	35	±3	26	60	14	±6	
E1 – E4	31	±5	21	66	13	±10	
E5 – E9	37	±4	28	58	14	±6	
Officers	34	±6	28	61	10	±11	
USCGR	35	±4	26	62	12	±7	
White	34	±5	23	66	10	±9	
Total Minority	38	±7	34	49	17	±11	
Black	36	±16	NR	28	NR	±24	
Hispanic	37	±8	28	52	19	±14	
Other Race/Ethnicity	42	±13	28	54	19	±22	
Enlisted	36	±5	26	62	12	±8	
E1 – E4	39	±8	26	63	11	±13	
E5 – E9	34	±6	27	61	13	±11	
Officers	32	±6	26	62	12	±10	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable















































73. Was the offender(s)...

c. Your military coworker(s)?

1. Yes


















































2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	45	±2	35	53	12	±3	
Enlisted	46	±2	37	51	12	±3	
E1 – E4	45	±4	36	49	15	±5	
E5 – E9	47	±2	37	53	10	±3	
Officers	41	±3	27	62	11	±5	
O1 – O3	47	±5	27	61	13	±8	
O4 – O6	36	±4	27	63	10	±6	
Male	45	±2	33	54	13	±3	
Female	46	±4	44	47	9	±5	
White	42	±3	34	53	13	±4	
Total Minority	51	±2	37	52	11	±3	
Black	53	±3	39	52	9	±4	
Hispanic	48	±3	34	54	12	±5	
AIAN	57	±12	31	50	NR	±19	
Asian	50	±4	35	52	12	±5	
NHPI	34	±10	29	60	11	±11	
Two or More Races	57	±8	43	49	8	±11	
AGR/FTS/AR	48	±4	38	48	14	±5	
Other Selected Reserve	45	±2	35	53	12	±3	
Reserve Unit	45	±2	35	53	12	±3	
Military Technician	41	±4	36	49	14	±7	
IMA	36	±3	26	63	11	±4	
Not Activated Past 12 Months	43	±2	33	54	13	±3	
Activated Past 12 Months	52	±4	42	48	10	±5	
Not Deployed Past 12 Months	44	±2	34	53	13	±3	
Deployed Past 12 Months	54	±5	41	49	10	±6	
ARNG	48	±3	38	51	11	±5	
White	45	±4	39	51	11	±6	
Total Minority	54	±4	37	52	11	±5	
Black	55	±5	40	50	10	±7	
Hispanic	52	±7	33	56	11	±9	
Other Race/Ethnicity	54	±8	39	49	12	±10	
Enlisted	48	±4	40	49	11	±5	
E1 – E4	46	±6	41	47	12	±9	
E5 – E9	50	±4	39	52	9	±5	
Officers	44	±6	24	63	13	±9	
USAR	52	±4	32	55	13	±5	
White	50	±6	29	57	15	±8	
Total Minority	54	±3	37	53	10	±5	
Black	55	±5	38	54	9	±6	
Hispanic	50	±5	34	54	12	±7	
Other Race/Ethnicity	59	±8	38	51	12	±12	
Enlisted	53	±4	33	54	13	±5	
E1 – E4	50	±6	32	50	18	±9	
E5 – E9	56	±4	34	57	8	±5	
Officers	48	±6	29	62	9	±9	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

73c. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
USNR	43	±4	29	51	20	±5	
White	38	±5	26	50	24	±9	
Total Minority	51	±4	33	53	15	±5	
Black	50	±5	34	54	12	±7	
Hispanic	49	±6	27	54	18	±9	
Other Race/Ethnicity	55	±6	38	49	13	±10	
Enlisted	46	±4	30	50	20	±6	
E1 – E4	47	±8	24	53	24	±11	
E5 – E9	46	±5	32	48	19	±7	
Officers	33	±6	25	58	18	±10	
USMCR	43	±5	33	53	14	±8	
White	41	±7	31	53	16	±11	
Total Minority	48	±6	36	54	10	±9	
Black	57	±10	34	59	7	±17	
Hispanic	43	±9	41	47	12	±14	
Other Race/Ethnicity	50	±13	27	63	10	±16	
Enlisted	44	±6	34	52	14	±8	
E1 – E4	43	±8	33	52	15	±11	
E5 – E9	47	±6	36	53	12	±10	
Officers	34	±5	24	66	10	±7	
ANG	34	±3	37	52	12	±4	
White	32	±3	35	53	12	±6	
Total Minority	39	±3	41	49	10	±5	
Black	41	±5	44	45	11	±7	
Hispanic	40	±6	36	52	11	±9	
Other Race/Ethnicity	35	±6	43	49	8	±9	
Enlisted	34	±3	37	51	11	±5	
E1 – E4	28	±6	34	53	13	±11	
E5 – E9	36	±3	38	51	11	±5	
Officers	31	±6	34	54	12	±11	
USAFR	35	±3	33	57	10	±5	
White	32	±4	30	59	11	±7	
Total Minority	41	±4	37	54	9	±5	
Black	45	±5	35	55	10	±7	
Hispanic	37	±6	45	47	8	±10	
Other Race/Ethnicity	37	±6	31	60	9	±10	
Enlisted	35	±3	35	54	11	±6	
E1 – E4	31	±5	34	54	12	±10	
E5 – E9	37	±4	35	54	11	±6	
Officers	34	±6	26	67	7	±11	
USCGR	35	±4	35	54	11	±7	
White	34	±5	33	57	9	±9	
Total Minority	37	±7	40	45	14	±11	
Black	34	±16	NR	NR	NR		
Hispanic	35	±8	33	49	17	±13	
Other Race/Ethnicity	42	±13	52	34	14	±21	
Enlisted	36	±5	38	51	11	±8	
E1 – E4	39	±8	42	48	10	±13	
E5 – E9	34	±6	35	53	12	±11	
Officers	32	±6	18	72	9	±10	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

73. Was the offender(s)...

d. Your military subordinate(s)?

1. Yes



















































2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	45	±2	14	73	13	±3	
Enlisted	46	±2	14	73	13	±3	
E1 – E4	45	±4	11	74	15	±5	
E5 – E9	46	±2	16	73	11	±3	
Officers	40	±3	14	74	12	±5	
O1 – O3	46	±5	15	72	13	±7	
O4 – O6	35	±4	13	78	10	±6	
Male	45	±2	13	74	13	±3	
Female	45	±4	18	73	9	±4	
White	42	±3	12	74	13	±4	
Total Minority	50	±2	17	72	11	±3	
Black	52	±3	21	69	10	±4	
Hispanic	48	±3	14	74	12	±4	
AIAN	56	±12	13	71	NR	±24	
Asian	50	±4	12	74	13	±4	
NHPI	34	±10	23	67	11	±11	
Two or More Races	56	±8	13	79	9	±11	
AGR/FTS/AR	47	±4	14	71	14	±5	
Other Selected Reserve	45	±2	14	74	12	±3	
Reserve Unit	45	±2	14	74	12	±3	
Military Technician	41	±4	15	70	15	±7	
IMA	36	±3	11	78	11	±4	
Not Activated Past 12 Months	43	±2	14	73	13	±3	
Activated Past 12 Months	51	±4	15	74	12	±4	
Not Deployed Past 12 Months	43	±2	14	74	13	±3	
Deployed Past 12 Months	53	±5	15	73	12	±5	
ARNG	47	±3	17	72	11	±5	
White	45	±4	15	73	12	±6	
Total Minority	53	±4	20	70	11	±5	
Black	54	±5	25	64	11	±7	
Hispanic	52	±7	18	73	10	±8	
Other Race/Ethnicity	53	±8	12	76	13	±9	
Enlisted	48	±4	17	72	11	±5	
E1 – E4	46	±6	14	74	12	±9	
E5 – E9	49	±4	19	71	10	±5	
Officers	44	±6	16	71	13	±9	
USAR	52	±4	12	75	13	±4	
White	50	±6	9	78	14	±7	
Total Minority	54	±3	16	72	11	±4	
Black	54	±5	20	71	9	±6	
Hispanic	50	±5	12	73	15	±6	
Other Race/Ethnicity	59	±8	16	73	11	±12	
Enlisted	53	±4	12	75	13	±5	
E1 – E4	51	±6	9	74	18	±8	
E5 – E9	55	±4	15	76	8	±5	
Officers	47	±6	15	75	10	±8	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

73d. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
USNR	43	±4	11	70	19	±5	
White	38	±5	9	69	22	±9	
Total Minority	51	±4	13	72	15	±5	
Black	50	±5	17	71	12	±7	
Hispanic	49	±6	11	71	18	±9	
Other Race/Ethnicity	55	±6	11	75	14	±8	
Enlisted	46	±4	11	69	20	±6	
E1 – E4	47	±8	9	65	26	±11	
E5 – E9	45	±5	12	70	18	±7	
Officers	32	±6	9	77	14	±10	
USMCR	43	±5	12	73	15	±7	
White	41	±7	12	71	18	±11	
Total Minority	47	±6	12	77	11	±6	
Black	57	±10	17	77	6	±11	
Hispanic	43	±9	10	77	13	±9	
Other Race/Ethnicity	49	±13	12	77	11	±13	
Enlisted	44	±6	12	73	15	±8	
E1 – E4	43	±8	10	73	17	±11	
E5 – E9	47	±6	16	72	12	±9	
Officers	34	±5	10	80	10	±7	
ANG	33	±3	13	75	12	±4	
White	32	±3	12	75	13	±5	
Total Minority	39	±3	15	74	11	±5	
Black	41	±5	16	74	10	±7	
Hispanic	41	±6	12	75	13	±8	
Other Race/Ethnicity	35	±6	17	75	9	±9	
Enlisted	34	±3	12	75	12	±4	
E1 – E4	27	±5	6	81	13	±10	
E5 – E9	36	±3	14	74	12	±5	
Officers	31	±6	14	74	13	±10	
USAFR	34	±3	10	78	13	±5	
White	31	±4	9	77	14	±7	
Total Minority	40	±4	11	79	10	±5	
Black	44	±5	12	76	12	±7	
Hispanic	37	±6	10	82	9	±8	
Other Race/Ethnicity	36	±6	11	79	10	±9	
Enlisted	35	±3	10	77	13	±5	
E1 – E4	30	±5	7	80	13	±9	
E5 – E9	36	±4	11	76	13	±6	
Officers	33	±6	8	80	12	±10	
USCGR	35	±4	12	77	12	±7	
White	34	±5	11	79	10	±8	
Total Minority	37	±7	14	70	16	±10	
Black	34	±16	16	NR	15	±24	
Hispanic	34	±8	13	70	18	±13	
Other Race/Ethnicity	42	±13	15	70	16	±22	
Enlisted	35	±5	12	77	12	±8	
E1 – E4	38	±8	6	82	12	±11	
E5 – E9	34	±6	15	74	11	±10	
Officers	32	±6	13	75	12	±9	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

73. Was the offender(s)...

e. Other military person(s)?

1. Yes



















































2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	45	±2	22	65	13	±3	
Enlisted	46	±2	22	64	13	±3	
E1 – E4	45	±4	20	65	15	±5	
E5 – E9	46	±2	24	64	12	±3	
Officers	40	±3	20	66	14	±5	
O1 – O3	45	±5	19	64	17	±8	
O4 – O6	36	±4	22	67	11	±6	
Male	44	±2	22	64	14	±3	
Female	46	±4	24	67	9	±5	
White	42	±3	21	65	14	±4	
Total Minority	50	±2	24	63	13	±3	
Black	52	±3	25	64	11	±4	
Hispanic	48	±3	24	62	15	±5	
AIAN	57	±12	33	49	NR	±22	
Asian	50	±4	22	64	14	±6	
NHPI	34	±10	22	66	12	±11	
Two or More Races	56	±8	23	67	10	±11	
AGR/FTS/AR	48	±4	23	62	15	±5	
Other Selected Reserve	44	±2	22	65	13	±3	
Reserve Unit	45	±2	22	65	13	±3	
Military Technician	41	±4	23	62	15	±7	
IMA	36	±3	21	67	12	±4	
Not Activated Past 12 Months	43	±2	22	64	14	±3	
Activated Past 12 Months	50	±4	23	65	13	±5	
Not Deployed Past 12 Months	43	±2	21	65	14	±3	
Deployed Past 12 Months	53	±5	27	61	13	±6	
ARNG	47	±3	22	65	13	±5	
White	44	±4	21	66	13	±6	
Total Minority	53	±4	24	64	12	±5	
Black	54	±5	26	63	11	±7	
Hispanic	51	±7	23	65	12	±9	
Other Race/Ethnicity	54	±8	22	65	13	±9	
Enlisted	47	±4	22	66	12	±5	
E1 – E4	45	±6	21	66	13	±9	
E5 – E9	49	±4	24	65	11	±5	
Officers	44	±6	20	64	17	±9	
USAR	51	±4	22	65	14	±5	
White	50	±6	19	68	14	±8	
Total Minority	53	±3	25	61	14	±5	
Black	53	±5	25	65	11	±6	
Hispanic	49	±5	27	55	18	±7	
Other Race/Ethnicity	59	±8	25	62	12	±13	
Enlisted	53	±4	22	64	14	±5	
E1 – E4	51	±6	21	62	17	±9	
E5 – E9	55	±4	24	66	10	±5	
Officers	46	±6	19	68	12	±9	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

73e. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
USNR	43	±4	24	57	19	±5	
White	38	±5	27	52	22	±9	
Total Minority	51	±4	22	62	16	±5	
Black	50	±5	18	68	14	±7	
Hispanic	49	±6	19	62	19	±9	
Other Race/Ethnicity	54	±6	31	56	14	±12	
Enlisted	46	±4	25	56	19	±6	
E1 – E4	47	±8	17	59	24	±11	
E5 – E9	45	±5	27	55	18	±7	
Officers	33	±6	23	60	17	±10	
USMCR	43	±5	18	67	15	±8	
White	41	±7	16	67	18	±11	
Total Minority	47	±6	22	68	10	±9	
Black	57	±10	21	73	6	±12	
Hispanic	43	±9	23	65	12	±14	
Other Race/Ethnicity	48	±13	NR	66	12	±22	
Enlisted	44	±6	18	66	15	±8	
E1 – E4	43	±8	17	66	17	±11	
E5 – E9	47	±6	21	66	12	±10	
Officers	34	±5	16	73	11	±7	
ANG	33	±3	22	64	13	±4	
White	32	±3	22	65	13	±6	
Total Minority	39	±3	25	63	13	±5	
Black	41	±5	27	62	11	±7	
Hispanic	40	±6	25	61	14	±9	
Other Race/Ethnicity	35	±6	20	66	14	±8	
Enlisted	34	±3	22	64	13	±5	
E1 – E4	28	±6	17	71	13	±11	
E5 – E9	36	±3	24	63	13	±5	
Officers	31	±6	22	65	13	±10	
USAFR	34	±3	21	66	12	±5	
White	32	±4	21	66	14	±7	
Total Minority	40	±4	22	67	10	±5	
Black	44	±5	22	67	11	±7	
Hispanic	37	±6	23	68	10	±10	
Other Race/Ethnicity	37	±6	22	68	10	±10	
Enlisted	35	±3	23	65	13	±5	
E1 – E4	30	±5	18	69	13	±10	
E5 – E9	37	±4	24	63	13	±6	
Officers	33	±6	17	73	10	±10	
USCGR	35	±4	19	68	13	±7	
White	34	±5	19	71	10	±9	
Total Minority	37	±7	18	61	21	±11	
Black	34	±16	NR	NR	15	±23	
Hispanic	35	±8	14	67	19	±13	
Other Race/Ethnicity	41	±13	18	55	27	±23	
Enlisted	35	±5	19	68	13	±8	
E1 – E4	39	±8	20	67	13	±13	
E5 – E9	33	±6	18	68	13	±11	
Officers	32	±6	17	71	12	±10	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

73. Was the offender(s)...

f. DoD/DHS civilian employee(s)?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	45	±2	9	77	14	±2	
Enlisted	46	±2	8	78	14	±3	
E1 – E4	45	±4	6	80	14	±5	
E5 – E9	46	±2	10	77	14	±3	
Officers	41	±3	13	72	15	±5	
O1 – O3	47	±5	12	71	16	±7	
O4 – O6	36	±4	13	75	12	±6	
Male	45	±2	8	77	15	±3	
Female	45	±4	10	78	12	±4	
White	42	±3	8	77	15	±4	
Total Minority	50	±2	9	78	13	±2	
Black	52	±3	10	78	12	±3	
Hispanic	48	±3	9	78	13	±4	
AIAN	56	±12	7	71	NR	±24	
Asian	50	±4	6	80	14	±4	
NHPI	34	±10	12	75	13	±11	
Two or More Races	56	±8	11	79	11	±9	
AGR/FTS/AR	47	±4	9	76	15	±5	
Other Selected Reserve	45	±2	9	77	14	±3	
Reserve Unit	45	±2	9	78	14	±3	
Military Technician	41	±4	16	67	17	±7	
IMA	36	±3	25	61	14	±4	
Not Activated Past 12 Months	43	±2	9	76	14	±3	
Activated Past 12 Months	51	±4	7	79	13	±4	
Not Deployed Past 12 Months	44	±2	9	77	14	±3	
Deployed Past 12 Months	53	±5	7	79	14	±5	
ARNG	47	±3	6	80	13	±4	
White	45	±4	6	80	14	±6	
Total Minority	53	±4	7	81	13	±4	
Black	54	±5	7	80	13	±6	
Hispanic	51	±7	6	82	12	±7	
Other Race/Ethnicity	54	±8	7	79	14	±9	
Enlisted	48	±4	6	81	13	±4	
E1 – E4	47	±6	4	83	12	±8	
E5 – E9	49	±4	7	80	14	±5	
Officers	44	±6	11	72	17	±8	
USAR	52	±4	12	74	14	±4	
White	50	±6	12	73	15	±7	
Total Minority	54	±3	12	75	13	±4	
Black	54	±5	14	75	11	±6	
Hispanic	50	±5	13	73	14	±7	
Other Race/Ethnicity	59	±8	7	78	15	±11	
Enlisted	53	±4	11	75	14	±5	
E1 – E4	51	±6	8	76	16	±8	
E5 – E9	55	±4	15	74	11	±5	
Officers	47	±6	17	68	15	±9	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

73f. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
USNR	43	±4	5	74	21	±5	
White	38	±5	5	72	24	±8	
Total Minority	51	±4	6	77	17	±5	
Black	51	±5	7	79	14	±6	
Hispanic	49	±6	5	73	21	±9	
Other Race/Ethnicity	55	±6	6	80	14	±8	
Enlisted	46	±4	4	74	22	±6	
E1 – E4	47	±8	5	69	26	±11	
E5 – E9	46	±5	4	76	20	±7	
Officers	33	±6	10	75	14	±9	
USMCR	43	±5	6	79	15	±7	
White	40	±7	7	74	19	±11	
Total Minority	47	±6	4	86	10	±5	
Black	56	±10	4	87	8	±9	
Hispanic	43	±9	4	85	11	±7	
Other Race/Ethnicity	49	±13	3	86	11	±10	
Enlisted	44	±6	5	79	16	±8	
E1 – E4	43	±8	4	80	17	±11	
E5 – E9	47	±6	8	79	13	±9	
Officers	34	±5	17	72	11	±8	
ANG	33	±3	11	76	13	±4	
White	32	±3	10	76	14	±5	
Total Minority	39	±3	12	76	11	±5	
Black	41	±5	8	81	11	±6	
Hispanic	40	±6	13	74	13	±9	
Other Race/Ethnicity	34	±6	17	73	10	±10	
Enlisted	34	±3	11	76	13	±4	
E1 – E4	28	±6	9	79	12	±11	
E5 – E9	36	±3	11	75	14	±5	
Officers	31	±6	9	78	13	±9	
USAFR	34	±3	14	73	12	±5	
White	31	±4	14	72	14	±7	
Total Minority	40	±4	16	74	10	±5	
Black	43	±5	13	77	10	±7	
Hispanic	37	±6	14	76	9	±10	
Other Race/Ethnicity	36	±6	24	66	11	±12	
Enlisted	34	±3	14	72	13	±5	
E1 – E4	30	±5	12	75	13	±10	
E5 – E9	36	±4	15	71	13	±6	
Officers	33	±6	14	77	9	±9	
USCGR	34	±4	7	81	12	±6	
White	34	±5	5	84	10	±8	
Total Minority	36	±7	9	73	17	±10	
Black	34	±16	9	81	10	±24	
Hispanic	34	±8	9	73	17	±13	
Other Race/Ethnicity	40	±13	NR	70	20	±22	
Enlisted	35	±5	6	82	12	±7	
E1 – E4	39	±8	5	84	11	±10	
E5 – E9	33	±6	7	80	13	±10	
Officers	31	±6	8	78	14	±9	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

73. Was the offender(s)...

g. DoD/DHS civilian contractor(s)?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	45	±2	4	82	14	±2	
Enlisted	46	±2	4	82	14	±3	
E1 – E4	45	±4	3	83	14	±4	
E5 – E9	46	±2	5	82	13	±3	
Officers	40	±3	5	79	15	±4	
O1 – O3	46	±5	5	78	18	±7	
O4 – O6	35	±4	6	82	12	±5	
Male	45	±2	4	81	15	±3	
Female	45	±4	4	84	12	±4	
White	42	±3	4	81	15	±3	
Total Minority	50	±2	5	82	13	±2	
Black	52	±3	5	83	13	±3	
Hispanic	48	±3	6	81	13	±4	
AIAN	57	±12	3	NR	NR	±5	
Asian	50	±4	4	82	14	±4	
NHPI	34	±10	5	82	13	±9	
Two or More Races	56	±8	6	85	10	±8	
AGR/FTS/AR	47	±4	5	79	15	±5	
Other Selected Reserve	45	±2	4	82	14	±3	
Reserve Unit	45	±2	4	82	14	±3	
Military Technician	41	±4	7	78	16	±7	
IMA	36	±3	9	76	15	±4	
Not Activated Past 12 Months	43	±2	4	82	14	±3	
Activated Past 12 Months	51	±4	4	82	13	±4	
Not Deployed Past 12 Months	44	±2	4	82	14	±3	
Deployed Past 12 Months	53	±5	5	81	14	±5	
ARNG	47	±3	4	82	13	±4	
White	45	±4	4	82	14	±6	
Total Minority	53	±4	5	82	13	±4	
Black	54	±5	4	83	13	±6	
Hispanic	51	±7	6	82	12	±7	
Other Race/Ethnicity	54	±8	5	82	13	±8	
Enlisted	48	±4	4	83	13	±4	
E1 – E4	47	±6	2	86	12	±7	
E5 – E9	49	±4	6	81	13	±5	
Officers	44	±6	6	77	17	±8	
USAR	52	±4	5	81	14	±4	
White	50	±6	4	81	15	±7	
Total Minority	54	±3	6	81	13	±4	
Black	54	±5	6	81	13	±5	
Hispanic	49	±5	7	80	14	±6	
Other Race/Ethnicity	59	±8	4	83	14	±11	
Enlisted	53	±4	5	81	14	±5	
E1 – E4	51	±6	3	80	17	±8	
E5 – E9	55	±4	6	83	11	±4	
Officers	47	±6	5	79	16	±8	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

73g. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
USNR	43	±4	3	76	20	±5	
White	37	±5	3	74	23	±8	
Total Minority	50	±4	3	80	17	±5	
Black	50	±5	3	82	14	±6	
Hispanic	48	±6	4	75	22	±9	
Other Race/Ethnicity	54	±6	3	83	14	±8	
Enlisted	45	±4	3	75	21	±6	
E1 – E4	47	±8	3	71	26	±11	
E5 – E9	45	±5	3	77	20	±7	
Officers	33	±6	4	82	14	±9	
USMCR	43	±5	4	81	15	±7	
White	41	±7	5	76	18	±11	
Total Minority	48	±6	3	88	9	±4	
Black	57	±10	4	89	7	±9	
Hispanic	43	±9	3	87	10	±6	
Other Race/Ethnicity	49	±13	2	87	11	±10	
Enlisted	44	±6	4	81	15	±8	
E1 – E4	43	±8	4	80	16	±11	
E5 – E9	47	±6	6	82	13	±9	
Officers	34	±5	6	82	12	±7	
ANG	33	±3	2	85	13	±4	
White	32	±3	2	84	14	±5	
Total Minority	38	±3	3	86	11	±3	
Black	40	±5	2	87	11	±5	
Hispanic	38	±6	4	85	11	±6	
Other Race/Ethnicity	34	±6	4	86	10	±5	
Enlisted	33	±3	2	85	13	±4	
E1 – E4	27	±6	1	88	11	±10	
E5 – E9	36	±3	3	84	14	±4	
Officers	31	±6	1	86	13	±8	
USAFR	34	±3	5	82	13	±4	
White	31	±4	5	81	14	±6	
Total Minority	40	±4	5	84	10	±4	
Black	43	±5	2	87	10	±6	
Hispanic	37	±6	7	83	10	±6	
Other Race/Ethnicity	36	±6	12	77	11	±15	
Enlisted	34	±3	5	82	14	±5	
E1 – E4	30	±5	4	82	13	±9	
E5 – E9	36	±4	5	81	14	±6	
Officers	33	±6	7	84	9	±9	
USCGR	34	±4	2	85	13	±6	
White	33	±5	1	88	11	±7	
Total Minority	37	±7	4	80	17	±9	
Black	34	±16	NR	84	10	±23	
Hispanic	35	±8	4	79	17	±13	
Other Race/Ethnicity	41	±13	3	78	19	±18	
Enlisted	35	±5	2	85	13	±7	
E1 – E4	39	±8	1	88	11	±9	
E5 – E9	32	±6	2	84	14	±10	
Officers	31	±6	1	86	13	±8	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

73. Was the offender(s)...

h. A civilian from the local community?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	45	±2	5	81	14	±3	
Enlisted	46	±2	6	81	14	±3	
E1 – E4	45	±4	7	79	15	±5	
E5 – E9	46	±2	5	82	13	±3	
Officers	41	±3	4	82	15	±4	
O1 – O3	46	±5	4	80	16	±7	
O4 – O6	36	±4	4	84	13	±5	
Male	45	±2	6	80	14	±3	
Female	46	±4	3	85	12	±4	
White	42	±3	5	80	15	±4	
Total Minority	50	±2	6	82	12	±2	
Black	52	±3	6	83	11	±3	
Hispanic	48	±3	5	82	13	±4	
AIAN	57	±12	4	NR	NR	±4	
Asian	50	±4	4	81	15	±4	
NHPI	34	±10	4	83	13	±8	
Two or More Races	56	±8	10	82	9	±13	
AGR/FTS/AR	47	±4	3	81	16	±5	
Other Selected Reserve	45	±2	6	81	14	±3	
Reserve Unit	45	±2	6	81	14	±3	
Military Technician	41	±4	4	80	16	±7	
IMA	36	±3	4	83	13	±4	
Not Activated Past 12 Months	43	±2	6	80	14	±3	
Activated Past 12 Months	51	±4	4	83	13	±4	
Not Deployed Past 12 Months	44	±2	6	81	14	±3	
Deployed Past 12 Months	53	±5	4	82	14	±5	
ARNG	47	±3	6	80	13	±4	
White	45	±4	6	80	14	±6	
Total Minority	53	±4	7	81	12	±4	
Black	54	±5	6	82	12	±6	
Hispanic	51	±7	5	83	12	±7	
Other Race/Ethnicity	54	±8	10	76	13	±15	
Enlisted	48	±4	6	81	13	±5	
E1 – E4	46	±6	8	79	13	±8	
E5 – E9	49	±4	5	82	13	±5	
Officers	44	±6	6	79	15	±8	
USAR	52	±4	5	82	14	±4	
White	50	±6	4	81	15	±7	
Total Minority	54	±3	6	82	12	±4	
Black	54	±5	7	82	11	±5	
Hispanic	50	±5	6	80	14	±6	
Other Race/Ethnicity	59	±8	3	85	13	±11	
Enlisted	53	±4	5	82	13	±5	
E1 – E4	51	±6	5	79	16	±8	
E5 – E9	55	±4	6	84	10	±4	
Officers	47	±6	1	82	17	±8	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

73h. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
USNR	43	±4	4	76	20	±5	
White	38	±5	3	74	23	±8	
Total Minority	51	±4	4	79	16	±5	
Black	51	±5	5	81	14	±6	
Hispanic	49	±6	2	77	21	±9	
Other Race/Ethnicity	55	±6	5	81	14	±8	
Enlisted	46	±4	4	75	21	±6	
E1 – E4	47	±8	4	69	26	±11	
E5 – E9	45	±5	4	77	19	±7	
Officers	33	±6	4	83	13	±9	
USMCR	43	±5	7	79	14	±7	
White	41	±7	8	75	17	±11	
Total Minority	48	±6	5	86	10	±5	
Black	57	±10	8	85	7	±10	
Hispanic	43	±9	4	85	10	±7	
Other Race/Ethnicity	49	±13	2	87	11	±10	
Enlisted	44	±6	7	79	14	±8	
E1 – E4	43	±8	8	77	15	±11	
E5 – E9	47	±6	5	82	13	±9	
Officers	34	±5	6	83	12	±7	
ANG	33	±3	3	84	13	±4	
White	32	±3	2	84	13	±5	
Total Minority	39	±3	6	83	11	±4	
Black	41	±5	4	85	10	±6	
Hispanic	40	±6	7	79	14	±8	
Other Race/Ethnicity	34	±6	7	84	9	±6	
Enlisted	34	±3	4	84	13	±4	
E1 – E4	28	±6	5	82	12	±10	
E5 – E9	36	±3	3	84	13	±4	
Officers	31	±6	2	86	13	±8	
USAFR	34	±3	3	84	12	±4	
White	31	±4	3	83	14	±6	
Total Minority	40	±4	5	86	10	±4	
Black	43	±5	3	87	10	±6	
Hispanic	37	±6	3	88	9	±5	
Other Race/Ethnicity	37	±6	10	79	12	±14	
Enlisted	34	±3	3	84	13	±5	
E1 – E4	30	±5	1	85	13	±8	
E5 – E9	36	±4	3	83	13	±6	
Officers	33	±6	6	85	8	±9	
USCGR	34	±4	5	84	11	±6	
White	34	±5	4	87	9	±7	
Total Minority	37	±7	8	75	17	±9	
Black	34	±16	11	79	10	±25	
Hispanic	34	±8	8	74	17	±13	
Other Race/Ethnicity	42	±13	6	75	19	±17	
Enlisted	35	±5	5	84	11	±7	
E1 – E4	38	±8	8	81	11	±12	
E5 – E9	33	±6	3	86	11	±8	
Officers	31	±6	5	83	12	±9	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

73. Was the offender(s)...

i. Unknown person(s)?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	45	±2	8	77	15	±3	
Enlisted	46	±2	8	77	15	±3	
E1 – E4	45	±4	9	76	15	±5	
E5 – E9	46	±2	7	78	15	±3	
Officers	40	±3	7	77	16	±4	
O1 – O3	46	±5	7	76	17	±7	
O4 – O6	36	±4	6	78	16	±5	
Male	45	±2	8	76	16	±3	
Female	46	±4	7	80	13	±4	
White	42	±3	6	78	16	±4	
Total Minority	50	±2	10	76	14	±3	
Black	52	±3	10	76	13	±4	
Hispanic	48	±3	10	75	15	±4	
AIAN	57	±12	4	73	NR	±24	
Asian	50	±4	8	77	15	±4	
NHPI	34	±10	8	80	13	±9	
Two or More Races	56	±8	15	75	10	±12	
AGR/FTS/AR	47	±4	5	78	17	±5	
Other Selected Reserve	45	±2	8	77	15	±3	
Reserve Unit	45	±2	8	77	15	±3	
Military Technician	40	±4	9	73	18	±7	
IMA	36	±3	10	75	15	±4	
Not Activated Past 12 Months	43	±2	8	76	16	±3	
Activated Past 12 Months	51	±4	8	78	14	±4	
Not Deployed Past 12 Months	44	±2	8	77	15	±3	
Deployed Past 12 Months	53	±5	9	76	15	±5	
ARNG	47	±3	9	76	15	±4	
White	45	±4	8	77	15	±6	
Total Minority	53	±4	12	74	14	±5	
Black	54	±5	11	74	15	±7	
Hispanic	51	±7	11	76	14	±8	
Other Race/Ethnicity	54	±8	16	70	14	±13	
Enlisted	48	±4	9	76	15	±5	
E1 – E4	47	±6	11	75	14	±9	
E5 – E9	49	±4	8	77	16	±5	
Officers	44	±6	8	74	17	±8	
USAR	52	±4	6	80	14	±4	
White	50	±6	3	82	15	±7	
Total Minority	53	±3	10	77	13	±4	
Black	55	±5	12	76	12	±6	
Hispanic	49	±5	9	75	16	±7	
Other Race/Ethnicity	59	±8	7	80	14	±11	
Enlisted	53	±4	6	80	14	±5	
E1 – E4	51	±6	6	78	16	±8	
E5 – E9	55	±4	6	82	12	±4	
Officers	47	±6	5	79	16	±8	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

73i. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
USNR	43	±4	7	72	21	±5	
White	38	±5	7	70	23	±9	
Total Minority	50	±4	7	74	19	±5	
Black	49	±5	6	76	17	±7	
Hispanic	49	±6	9	69	22	±9	
Other Race/Ethnicity	54	±6	6	78	16	±8	
Enlisted	45	±4	8	70	22	±6	
E1 – E4	46	±8	9	65	25	±11	
E5 – E9	45	±5	7	72	21	±7	
Officers	33	±6	5	78	17	±9	
USMCR	43	±5	11	74	15	±8	
White	41	±7	12	70	18	±11	
Total Minority	47	±6	10	79	10	±9	
Black	57	±10	7	84	9	±10	
Hispanic	43	±9	10	78	11	±14	
Other Race/Ethnicity	49	±13	NR	75	9	±25	
Enlisted	44	±6	11	73	16	±8	
E1 – E4	43	±8	13	71	16	±11	
E5 – E9	46	±6	9	78	14	±9	
Officers	34	±5	9	81	10	±7	
ANG	33	±3	7	79	14	±4	
White	32	±3	6	79	15	±5	
Total Minority	39	±3	9	79	13	±4	
Black	41	±5	7	81	12	±6	
Hispanic	40	±6	11	75	14	±8	
Other Race/Ethnicity	34	±6	7	80	13	±7	
Enlisted	34	±3	6	80	14	±4	
E1 – E4	28	±6	7	80	12	±10	
E5 – E9	36	±3	6	80	14	±5	
Officers	31	±6	9	75	16	±10	
USAFR	34	±3	7	78	15	±4	
White	32	±4	8	77	15	±7	
Total Minority	40	±4	7	79	14	±4	
Black	43	±5	8	80	12	±6	
Hispanic	37	±6	6	78	15	±8	
Other Race/Ethnicity	36	±6	5	81	15	±7	
Enlisted	35	±3	7	78	15	±5	
E1 – E4	30	±5	7	81	12	±9	
E5 – E9	37	±4	7	76	16	±6	
Officers	33	±6	8	81	11	±9	
USCGR	35	±4	13	74	13	±7	
White	34	±5	15	74	11	±9	
Total Minority	37	±7	7	74	18	±9	
Black	34	±16	NR	NR	NR		
Hispanic	34	±8	10	73	17	±13	
Other Race/Ethnicity	42	±13	6	75	19	±17	
Enlisted	35	±5	14	73	13	±8	
E1 – E4	39	±8	11	76	13	±13	
E5 – E9	33	±6	15	72	13	±11	
Officers	32	±6	7	77	16	±9	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

73. What was the organizational affiliation of the person(s) involved? Constructed from Q73a-g.

1. Military only

2. Both military and civilian/contractor

3. Civilian/contractor only

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	32	±2	86	12	2	±2
Enlisted	32	±2	87	11	2	±2
E1 – E4	30	±4	90	9	1	±4
E5 – E9	33	±2	84	13	2	±2
Officers	30	±3	80	16	4	±5
O1 – O3	33	±5	82	15	2	±8
O4 – O6	28	±3	82	15	4	±6
Male	30	±2	86	12	2	±3
Female	37	±4	86	13	1	±4
White	30	±3	86	12	2	±3
Total Minority	35	±2	85	13	2	±2
Black	38	±3	85	14	1	±3
Hispanic	32	±3	85	13	2	±4
AIAN	36	±13	89	11	0	±11
Asian	32	±4	89	7	3	±4
NHPI	22	±8	80	18	2	±15
Two or More Races	47	±8	83	11	6	±9
AGR/FTS/AR	34	±4	85	14	1	±4
Other Selected Reserve	31	±2	86	12	2	±2
Reserve Unit	31	±2	86	12	2	±2
Military Technician	27	±3	72	26	2	±6
IMA	26	±3	62	27	10	±5
Not Activated Past 12 Months	29	±2	84	13	3	±3
Activated Past 12 Months	40	±4	89	10	1	±3
Not Deployed Past 12 Months	30	±2	85	13	2	±2
Deployed Past 12 Months	42	±5	90	9	1	±4
ARNG	34	±3	89	9	2	±3
White	32	±4	90	9	2	±5
Total Minority	37	±4	88	10	2	±4
Black	41	±5	89	10	0	±5
Hispanic	33	±6	88	11	1	±6
Other Race/Ethnicity	38	±8	87	7	6	±11
Enlisted	34	±4	90	8	2	±4
E1 – E4	33	±6	92	6	2	±7
E5 – E9	36	±4	88	11	1	±4
Officers	29	±5	83	15	2	±9
USAR	37	±3	82	15	3	±4
White	36	±5	82	15	4	±7
Total Minority	38	±3	82	16	2	±4
Black	38	±4	78	21	1	±6
Hispanic	34	±5	81	15	4	±7
Other Race/Ethnicity	44	±9	89	10	2	±8
Enlisted	37	±4	83	15	2	±5
E1 – E4	33	±6	87	12	1	±9
E5 – E9	40	±4	78	18	4	±6
Officers	38	±6	77	18	5	±9

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination. Respondents who indicated "Unknown person(s)" or "A civilian from the local community" are excluded from this measure.

73. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
USNR	29	±3	91	8	1	±4
White	26	±5	93	7	1	±6
Total Minority	33	±4	89	9	2	±4
Black	34	±5	88	10	2	±7
Hispanic	29	±6	90	9	2	±7
Other Race/Ethnicity	37	±7	91	7	3	±5
Enlisted	30	±4	93	7	1	±4
E1 – E4	23	±6	90	10	0	±12
E5 – E9	32	±5	93	6	1	±4
Officers	25	±5	85	12	3	±9
USMCR	26	±5	90	8	2	±7
White	25	±6	88	10	2	±11
Total Minority	29	±6	92	6	2	±4
Black	32	±10	89	7	4	±10
Hispanic	25	±8	92	7	1	±7
Other Race/Ethnicity	36	±13	96	1	2	±7
Enlisted	27	±5	91	8	1	±7
E1 – E4	25	±7	94	6	0	±14
E5 – E9	30	±6	86	11	3	±7
Officers	22	±4	71	17	11	±10
ANG	23	±2	84	15	2	±4
White	21	±3	84	15	1	±6
Total Minority	29	±3	83	13	4	±5
Black	32	±4	89	8	3	±5
Hispanic	30	±6	81	15	4	±13
Other Race/Ethnicity	26	±5	76	17	7	±13
Enlisted	23	±3	83	15	2	±5
E1 – E4	17	±5	84	14	2	±14
E5 – E9	26	±3	83	15	2	±5
Officers	22	±5	87	11	2	±10
USAFR	25	±3	78	19	3	±5
White	22	±4	79	19	2	±8
Total Minority	29	±3	76	20	4	±6
Black	32	±5	81	16	3	±7
Hispanic	28	±6	78	20	2	±12
Other Race/Ethnicity	25	±6	57	31	12	±21
Enlisted	24	±3	77	20	2	±6
E1 – E4	19	±5	80	20	0	±12
E5 – E9	26	±4	77	21	3	±7
Officers	26	±6	78	16	6	±11
USCGR	23	±4	90	8	2	±6
White	22	±5	92	6	2	±8
Total Minority	26	±6	85	14	2	±12
Black	30	±15	NR	NR	4	±17
Hispanic	22	±7	85	13	2	±14
Other Race/Ethnicity	30	±13	NR	NR	NR	
Enlisted	23	±4	90	9	1	±7
E1 – E4	26	±7	93	7	NR	±12
E5 – E9	22	±5	88	10	2	±10
Officers	22	±5	89	4	7	±10

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination. Respondents who indicated "Unknown person(s)" or "A civilian from the local community" are excluded from this measure.

NR: Not reportable

74. As a result of the situation, did you...

- a. Try to ignore the behavior? b. Try to avoid the person(s) who bothered you? c. Tell the person(s) to stop?
- d. Ask someone else to speak to the person(s) for you? e. Settle it yourself physically? f. Call a hotline for advice/information (not to file a report)?
- g. Request a transfer? h. Think about getting out of your National Guard/Reserve component?

	Percent Responding		Percentages								Max ME
			a	b	c	d	e	f	g	h	
TOTAL DOD	46	±2	61	46	31	21	5	4	12	30	±3
Enlisted	47	±2	61	47	31	21	5	4	12	29	±3
E1 – E4	46	±4	64	50	30	20	6	5	13	31	±5
E5 – E9	47	±2	59	45	32	22	5	3	11	28	±3
Officers	41	±3	58	40	30	17	4	4	10	31	±5
O1 – O3	46	±5	62	41	28	18	3	3	13	32	±8
O4 – O6	37	±4	55	40	32	16	3	4	8	29	±6
Male	46	±2	60	44	29	19	5	4	10	28	±3
Female	46	±4	64	56	38	28	6	4	17	37	±5
White	43	±3	58	43	28	18	4	4	11	29	±4
Total Minority	51	±2	65	51	37	25	7	5	13	30	±3
Black	53	±3	65	49	37	27	7	5	14	31	±4
Hispanic	49	±3	64	50	36	21	7	5	12	26	±5
AIAN	57	±12	61	46	38	25	6	3	8	38	±24
Asian	50	±4	67	52	37	22	11	6	12	31	±6
NHPI	35	±10	59	49	41	22	6	5	9	25	±12
Two or More Races	56	±8	69	62	37	30	4	4	20	45	±14
AGR/FTS/AR	48	±4	59	44	32	23	4	3	12	24	±5
Other Selected Reserve	46	±2	61	46	31	21	5	4	12	30	±3
Reserve Unit	46	±2	61	47	31	21	5	4	12	30	±3
Military Technician	42	±4	58	47	30	25	6	6	12	29	±6
IMA	36	±3	55	38	25	20	2	3	10	28	±4
Not Activated Past 12 Months	44	±2	59	45	30	19	5	4	11	29	±3
Activated Past 12 Months	52	±4	65	51	35	27	6	4	13	32	±5
Not Deployed Past 12 Months	44	±2	59	45	30	19	5	4	11	29	±3
Deployed Past 12 Months	55	±5	69	54	37	29	6	3	15	35	±6
ARNG	48	±3	64	49	32	20	6	4	14	31	±5
White	46	±4	62	48	30	18	5	4	13	31	±6
Total Minority	54	±4	69	52	38	24	8	5	15	31	±5
Black	56	±5	70	53	42	27	9	4	17	33	±7
Hispanic	52	±7	70	51	36	21	6	6	12	26	±10
Other Race/Ethnicity	54	±8	65	54	34	24	7	6	18	34	±12
Enlisted	49	±4	65	50	33	20	6	4	15	31	±5
E1 – E4	48	±6	70	52	33	19	7	6	17	33	±9
E5 – E9	50	±4	61	48	33	21	4	3	12	29	±5
Officers	45	±6	57	41	29	18	5	3	9	31	±9
USAR	52	±4	59	46	32	24	4	4	12	29	±5
White	51	±6	56	43	27	21	3	3	9	27	±8
Total Minority	54	±3	64	51	39	26	7	5	15	32	±5
Black	55	±5	62	45	37	28	5	6	14	30	±6
Hispanic	51	±5	63	55	40	23	8	5	17	26	±7
Other Race/Ethnicity	59	±8	68	57	41	27	7	5	16	45	±13
Enlisted	53	±4	59	48	32	25	5	4	12	29	±5
E1 – E4	51	±6	61	51	30	25	3	4	12	31	±9
E5 – E9	56	±4	57	45	34	25	6	4	12	26	±6
Officers	48	±6	61	40	35	19	4	5	15	33	±9

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.















































74. Continued	Percent Responding		Percentages								Max ME
			a	b	c	d	e	f	g	h	
USNR	43	±4	57	41	30	21	7	5	7	21	±5
White	38	±5	55	35	26	19	6	5	6	21	±9
Total Minority	52	±4	59	47	36	23	7	5	8	21	±5
Black	52	±5	57	44	32	25	6	8	9	17	±7
Hispanic	51	±6	50	42	33	19	8	2	8	21	±9
Other Race/Ethnicity	55	±6	72	58	44	24	8	5	8	26	±11
Enlisted	46	±4	57	42	31	22	8	6	8	21	±6
E1 – E4	47	±8	53	42	31	24	7	4	5	22	±11
E5 – E9	46	±5	59	42	31	21	8	6	9	21	±7
Officers	33	±6	55	35	26	15	2	2	2	21	±10
USMCR	43	±5	54	40	25	16	6	5	9	32	±8
White	41	±7	52	37	21	12	7	5	11	35	±11
Total Minority	47	±6	56	46	32	22	6	4	6	28	±9
Black	57	±10	63	47	25	18	4	7	7	29	±18
Hispanic	42	±9	50	39	26	15	5	2	5	16	±13
Other Race/Ethnicity	49	±13	64	62	58	44	12	5	7	55	±21
Enlisted	44	±6	55	41	25	16	7	5	10	33	±9
E1 – E4	44	±8	57	44	22	14	7	5	8	36	±11
E5 – E9	46	±6	48	36	32	22	6	6	13	27	±10
Officers	34	±5	47	31	26	11	2	4	4	20	±8
ANG	34	±3	58	41	24	19	3	3	5	28	±4
White	32	±3	55	38	23	18	2	2	5	27	±6
Total Minority	39	±3	64	50	29	23	6	5	7	32	±5
Black	42	±5	65	48	31	26	6	4	7	34	±7
Hispanic	41	±6	63	51	29	22	4	8	6	31	±9
Other Race/Ethnicity	34	±6	63	53	26	20	9	4	7	32	±9
Enlisted	34	±3	57	41	25	20	3	3	5	27	±5
E1 – E4	27	±5	54	35	22	13	5	3	4	20	±11
E5 – E9	37	±3	58	43	26	22	2	3	5	28	±5
Officers	31	±6	61	43	21	13	3	1	7	39	±11
USAFR	35	±3	57	42	30	20	5	4	11	30	±5
White	32	±4	51	36	30	18	4	4	12	31	±7
Total Minority	40	±4	65	50	32	23	6	4	10	30	±5
Black	44	±5	63	53	32	28	8	5	11	34	±7
Hispanic	37	±6	67	48	33	19	3	3	8	30	±10
Other Race/Ethnicity	37	±6	68	49	29	18	7	4	9	21	±11
Enlisted	35	±3	57	41	31	22	6	4	10	31	±6
E1 – E4	31	±5	56	40	30	23	6	4	12	23	±10
E5 – E9	37	±4	58	42	31	22	6	5	9	34	±6
Officers	34	±6	55	44	30	13	1	4	16	26	±11
USCGR	35	±4	52	39	27	16	6	2	9	22	±7
White	35	±5	50	35	22	18	6	2	10	24	±9
Total Minority	38	±7	59	49	40	13	4	2	6	15	±11
Black	36	±16	NR	NR	NR	11	NR	NR	22	NR	±25
Hispanic	35	±8	65	45	41	13	1	1	2	15	±14
Other Race/Ethnicity	42	±13	NR	NR	40	14	9	NR	3	9	±22
Enlisted	36	±5	53	40	29	16	7	2	9	21	±8
E1 – E4	38	±8	65	44	25	19	4	2	9	26	±14
E5 – E9	34	±6	45	38	32	15	8	2	9	19	±10
Officers	33	±6	49	31	19	16	0	0	9	23	±10

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.



















































NR: Not reportable

75. Did you report this situation to any of the following National Guard/Reserve/DoD/DHS individuals or organizations?

- a. Someone in your chain of command b. Someone in the chain of command of the person who did it c. Special military office responsible for handling these kinds of reports (for example, Military Equal Opportunity or Civil Rights Office)
- d. Other person or office with responsibility for follow-up

	Percent Responding		Percentages				Max ME	Reported to a Military Authority		
			a	b	c	d				
TOTAL DOD	46	±2	26	19	6	9	±3	31.0	±3.0	
Enlisted	46	±2	26	19	7	9	±3	31.0	±3.0	
E1 – E4	46	±4	28	19	7	8	±5	32.0	±5.0	
E5 – E9	47	±2	25	19	7	9	±3	30.0	±3.0	
Officers	41	±3	24	16	4	7	±4	29.0	±5.0	
O1 – O3	46	±5	26	19	4	7	±7	30.0	±7.0	
O4 – O6	37	±4	24	15	6	9	±6	29.0	±6.0	
Male	45	±2	24	18	6	8	±3	29.0	±3.0	
Female	46	±4	33	23	9	11	±5	38.0	±5.0	
White	43	±3	26	17	4	7	±4	30.0	±4.0	
Total Minority	51	±2	27	20	10	11	±3	32.0	±3.0	
Black	53	±3	30	22	12	12	±4	36.0	±4.0	
Hispanic	49	±3	25	19	9	9	±4	30.0	±4.0	
AIAN	57	±12	22	16	6	6	±13	23.0	±13.0	
Asian	49	±4	19	13	6	7	±5	23.0	±5.0	
NHPI	36	±10	31	29	17	16	±15	37.0	±12.0	
Two or More Races	56	±8	31	27	6	14	±13	35.0	±12.0	
AGR/FTS/AR	48	±4	29	22	6	10	±5	34.0	±5.0	
Other Selected Reserve	45	±2	26	18	6	8	±3	30.0	±3.0	
Reserve Unit	45	±2	26	18	6	8	±3	30.0	±3.0	
Military Technician	41	±4	25	19	7	9	±5	31.0	±6.0	
IMA	37	±3	23	14	5	12	±4	29.0	±4.0	
Not Activated Past 12 Months	43	±2	25	17	6	8	±3	29.0	±3.0	
Activated Past 12 Months	52	±4	29	22	7	11	±5	33.0	±5.0	
Not Deployed Past 12 Months	44	±2	25	17	6	8	±3	30.0	±3.0	
Deployed Past 12 Months	55	±5	29	24	7	11	±6	34.0	±6.0	
ARNG	48	±3	27	19	6	9	±4	31.0	±5.0	
White	45	±4	27	19	5	8	±6	31.0	±6.0	
Total Minority	54	±4	27	20	10	10	±5	32.0	±5.0	
Black	56	±5	28	21	12	12	±6	36.0	±7.0	
Hispanic	52	±7	26	18	10	8	±7	30.0	±7.0	
Other Race/Ethnicity	54	±8	26	21	7	9	±12	29.0	±11.0	
Enlisted	49	±4	27	20	7	9	±5	32.0	±5.0	
E1 – E4	47	±6	30	21	7	8	±9	35.0	±9.0	
E5 – E9	50	±4	25	19	7	10	±4	28.0	±5.0	
Officers	45	±6	24	17	4	6	±8	30.0	±8.0	
USAR	52	±4	27	18	7	8	±4	31.0	±4.0	
White	51	±6	24	15	3	5	±7	28.0	±7.0	
Total Minority	54	±3	29	22	12	12	±4	34.0	±4.0	
Black	55	±5	33	24	14	13	±6	38.0	±6.0	
Hispanic	50	±5	27	20	12	12	±6	33.0	±7.0	
Other Race/Ethnicity	58	±8	23	20	6	10	±13	27.0	±11.0	
Enlisted	53	±4	27	19	8	8	±5	31.0	±5.0	
E1 – E4	51	±6	28	17	7	7	±8	32.0	±8.0	
E5 – E9	56	±4	26	21	8	9	±5	31.0	±5.0	
Officers	48	±6	26	17	6	9	±8	29.0	±8.0	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination. "Reported to a Military Authority" reflect respondents indicating yes.

75. Continued	Percent Responding		Percentages				Max ME	Reported to a Military Authority		
			a	b	c	d				
USNR	43	±4	26	18	5	10	±5	30.0	±5.0	
White	38	±5	28	17	5	9	±9	31.0	±9.0	
Total Minority	52	±4	24	18	5	11	±5	29.0	±5.0	
Black	51	±5	22	17	6	10	±6	28.0	±7.0	
Hispanic	50	±6	24	17	5	9	±8	28.0	±8.0	
Other Race/Ethnicity	55	±6	27	22	7	14	±13	30.0	±11.0	
Enlisted	46	±4	27	18	5	10	±6	31.0	±6.0	
E1 – E4	47	±8	25	17	4	9	±11	30.0	±12.0	
E5 – E9	46	±5	28	19	6	11	±7	31.0	±7.0	
Officers	33	±6	22	14	3	6	±9	27.0	±10.0	
USMCR	44	±5	22	15	4	7	±7	24.0	±7.0	
White	42	±7	21	11	3	5	±10	22.0	±10.0	
Total Minority	47	±6	24	21	5	9	±11	28.0	±10.0	
Black	57	±10	27	19	8	5	±21	29.0	±18.0	
Hispanic	42	±9	13	16	4	3	±13	20.0	±12.0	
Other Race/Ethnicity	49	±13	44	NR	3	NR	±21	46.0	±20.0	
Enlisted	45	±6	23	16	4	7	±8	25.0	±8.0	
E1 – E4	44	±8	23	16	4	7	±11	25.0	±11.0	
E5 – E9	46	±6	23	14	4	5	±9	24.0	±9.0	
Officers	34	±5	12	9	2	8	±6	17.0	±6.0	
ANG	34	±3	23	16	5	9	±4	27.0	±4.0	
White	32	±3	23	15	4	8	±5	26.0	±5.0	
Total Minority	39	±3	24	18	7	12	±4	30.0	±5.0	
Black	42	±5	31	21	8	13	±7	35.0	±7.0	
Hispanic	41	±6	20	17	6	11	±8	25.0	±8.0	
Other Race/Ethnicity	34	±6	22	16	10	10	±8	29.0	±9.0	
Enlisted	34	±3	24	16	5	9	±4	27.0	±4.0	
E1 – E4	27	±6	17	10	3	6	±9	19.0	±10.0	
E5 – E9	37	±3	25	18	6	10	±5	29.0	±5.0	
Officers	30	±6	20	14	4	6	±10	25.0	±10.0	
USAFR	35	±3	26	21	6	9	±5	32.0	±5.0	
White	32	±4	26	22	5	8	±7	32.0	±7.0	
Total Minority	40	±4	25	20	8	12	±5	32.0	±5.0	
Black	44	±5	30	25	11	15	±7	38.0	±7.0	
Hispanic	37	±6	24	19	5	8	±9	29.0	±9.0	
Other Race/Ethnicity	36	±6	15	11	4	8	±7	20.0	±8.0	
Enlisted	35	±3	25	23	7	9	±5	32.0	±5.0	
E1 – E4	30	±5	26	24	10	12	±10	32.0	±10.0	
E5 – E9	36	±4	25	22	6	8	±6	32.0	±6.0	
Officers	34	±6	28	17	3	11	±11	34.0	±11.0	
USCGR	35	±4	22	11	4	9	±7	27.0	±7.0	
White	34	±5	23	12	5	9	±8	29.0	±9.0	
Total Minority	37	±7	20	9	3	8	±9	22.0	±9.0	
Black	36	±16	4	4	NR	11	±24	11.0	±24.0	
Hispanic	35	±8	21	8	5	7	±12	23.0	±12.0	
Other Race/Ethnicity	41	±13	24	NR	1	8	±20	26.0	±20.0	
Enlisted	36	±5	23	12	5	9	±8	28.0	±8.0	
E1 – E4	38	±8	25	12	3	4	±13	29.0	±13.0	
E5 – E9	34	±6	22	12	6	12	±10	28.0	±10.0	
Officers	32	±6	19	6	1	10	±9	23.0	±10.0	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination. "Reported to a Military Authority" reflect respondents indicating yes.

NR: Not reportable

76. What were your reasons for reporting the situation?

1. To prevent it from happening again 2. To prevent it from happening to someone else 3. To punish the person
4. Other reason

	Percent Responding		Percentages				Max ME
			1	2	3	4	
TOTAL DOD	14	±2	84	83	20	25	±5
Enlisted	14	±2	84	85	20	25	±5
E1 – E4	15	±3	82	85	24	25	±10
E5 – E9	14	±2	86	84	17	24	±4
Officers	12	±2	79	75	16	28	±9
O1 – O3	14	±4	78	73	19	28	±14
O4 – O6	11	±3	81	78	12	30	±11
Male	13	±2	81	83	20	27	±6
Female	18	±3	91	85	20	18	±8
White	13	±2	80	82	20	24	±7
Total Minority	16	±2	89	85	20	26	±4
Black	19	±2	89	85	18	28	±6
Hispanic	14	±2	90	85	21	24	±6
AIAN	13	±6	86	82	10	26	±18
Asian	11	±3	84	82	23	35	±11
NHPI	13	±6	91	84	25	14	±20
Two or More Races	19	±7	87	89	25	20	±24
AGR/FTS/AR	16	±3	82	79	16	30	±7
Other Selected Reserve	14	±2	84	84	20	24	±5
Reserve Unit	14	±2	84	84	20	24	±5
Military Technician	12	±3	82	79	17	23	±14
IMA	10	±2	83	81	14	30	±7
Not Activated Past 12 Months	13	±2	82	82	18	26	±6
Activated Past 12 Months	17	±3	88	87	23	22	±8
Not Deployed Past 12 Months	13	±2	83	83	18	26	±5
Deployed Past 12 Months	19	±4	85	85	27	22	±11
ARNG	15	±3	83	84	24	22	±8
White	14	±3	80	84	26	22	±12
Total Minority	17	±3	90	85	19	23	±7
Black	20	±4	91	84	17	25	±10
Hispanic	15	±4	90	85	24	18	±13
Other Race/Ethnicity	16	±7	88	87	14	27	±18
Enlisted	15	±3	85	86	24	21	±9
E1 – E4	17	±5	82	87	28	21	±16
E5 – E9	14	±3	88	85	20	21	±7
Officers	13	±4	72	69	22	32	±16
USAR	16	±3	84	82	16	27	±8
White	14	±4	79	77	12	26	±14
Total Minority	18	±3	88	86	21	27	±8
Black	21	±4	88	86	17	30	±9
Hispanic	17	±4	92	87	21	25	±11
Other Race/Ethnicity	16	±6	83	86	NR	24	±20
Enlisted	17	±3	84	84	16	27	±9
E1 – E4	16	±5	80	82	19	28	±15
E5 – E9	17	±3	88	85	14	26	±8
Officers	14	±4	83	73	16	26	±16

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.













































NR: Not reportable

76. Continued	Percent Responding		Percentages				Max ME
			1	2	3	4	
USNR	13	±3	81	84	17	30	±9
White	11	±4	78	81	16	25	±16
Total Minority	15	±3	86	87	19	37	±9
Black	14	±4	80	88	18	42	±13
Hispanic	14	±4	88	85	18	39	±16
Other Race/Ethnicity	16	±6	90	89	21	27	±16
Enlisted	14	±3	81	83	19	31	±11
E1 – E4	14	±6	NR	NR	17	40	±21
E5 – E9	14	±4	84	88	20	28	±12
Officers	9	±4	81	87	7	26	±20
USMCR	10	±3	92	85	31	35	±17
White	9	±4	NR	89	NR	33	±24
Total Minority	13	±5	95	80	34	38	±22
Black	16	±10	97	89	NR	NR	±20
Hispanic	8	±5	94	NR	16	NR	±20
Other Race/Ethnicity	23	±14	94	86	NR	NR	±22
Enlisted	11	±4	93	85	32	35	±18
E1 – E4	11	±5	NR	83	39	40	±23
E5 – E9	11	±4	94	91	16	24	±15
Officers	6	±2	83	78	11	29	±19
ANG	9	±2	82	78	13	25	±8
White	8	±2	79	75	12	27	±10
Total Minority	11	±2	90	85	17	21	±8
Black	14	±3	90	86	19	20	±10
Hispanic	10	±4	93	90	11	27	±19
Other Race/Ethnicity	10	±4	86	76	20	17	±23
Enlisted	9	±2	82	78	13	25	±8
E1 – E4	5	±3	NR	NR	10	NR	±20
E5 – E9	11	±2	82	78	14	24	±9
Officers	8	±3	82	81	12	27	±21
USAFR	11	±2	85	85	11	25	±8
White	10	±3	83	85	7	25	±12
Total Minority	12	±2	90	85	16	23	±8
Black	17	±4	94	86	19	25	±11
Hispanic	10	±4	84	83	12	22	±18
Other Race/Ethnicity	7	±3	84	81	12	19	±14
Enlisted	11	±2	85	85	12	25	±9
E1 – E4	10	±4	98	90	17	14	±18
E5 – E9	11	±3	80	83	10	29	±11
Officers	12	±4	88	85	4	23	±17
USCGR	10	±3	74	75	7	30	±14
White	10	±4	70	73	5	31	±17
Total Minority	8	±4	85	81	16	25	±18
Black	4	±6	NR	NR	NR	NR	
Hispanic	8	±4	NR	89	NR	15	±22
Other Race/Ethnicity	11	±8	NR	NR	10	NR	±24
Enlisted	10	±3	73	75	7	29	±16
E1 – E4	11	±5	77	NR	5	25	±24
E5 – E9	9	±4	71	82	8	31	±21
Officers	7	±3	76	70	8	35	±22

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.














































NR: Not reportable

77. Were you encouraged to withdraw your report?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	14	±2	15	±4	
Enlisted	14	±2	16	±4	
E1 – E4	15	±3	15	±8	
E5 – E9	14	±2	16	±4	
Officers	12	±2	12	±7	
O1 – O3	14	±4	15	±12	
O4 – O6	11	±3	9	±8	
Male	13	±2	13	±4	
Female	18	±3	21	±8	
White	12	±2	12	±6	
Total Minority	16	±2	20	±4	
Black	19	±2	17	±5	
Hispanic	14	±2	21	±6	
AIAN	13	±6	7	±8	
Asian	11	±3	23	±15	
NHPI	13	±6	NR		
Two or More Races	20	±7	26	±24	
AGR/FTS/AR	16	±3	16	±6	
Other Selected Reserve	14	±2	15	±4	
Reserve Unit	14	±2	15	±4	
Military Technician	12	±3	15	±7	
IMA	10	±2	15	±6	
Not Activated Past 12 Months	13	±2	14	±4	
Activated Past 12 Months	17	±3	17	±7	
Not Deployed Past 12 Months	13	±2	14	±4	
Deployed Past 12 Months	19	±4	21	±10	
ARNG	15	±3	17	±7	
White	14	±3	13	±10	
Total Minority	17	±3	23	±7	
Black	20	±4	18	±10	
Hispanic	15	±4	28	±12	
Other Race/Ethnicity	16	±7	25	±20	
Enlisted	15	±3	17	±8	
E1 – E4	17	±5	16	±14	
E5 – E9	14	±3	18	±7	
Officers	13	±4	13	±13	
USAR	16	±3	16	±6	
White	14	±4	12	±11	
Total Minority	18	±3	20	±8	
Black	21	±4	18	±8	
Hispanic	17	±4	20	±11	
Other Race/Ethnicity	16	±6	NR		
Enlisted	17	±3	16	±7	
E1 – E4	16	±5	15	±13	
E5 – E9	17	±3	18	±8	
Officers	14	±4	15	±16	

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

77. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
USNR	13	±3	8	±5	
White	11	±4	2	±11	
Total Minority	14	±3	14	±6	
Black	13	±4	13	±12	
Hispanic	14	±4	15	±11	
Other Race/Ethnicity	16	±6	14	±12	
Enlisted	14	±3	8	±5	
E1 – E4	14	±6	10	±11	
E5 – E9	14	±4	8	±7	
Officers	9	±4	3	±7	
USMCR	10	±3	17	±15	
White	9	±4	17	±21	
Total Minority	13	±5	16	±24	
Black	16	±10	6	±19	
Hispanic	8	±5	7	±14	
Other Race/Ethnicity	23	±14	NR		
Enlisted	11	±4	16	±16	
E1 – E4	11	±5	17	±22	
E5 – E9	11	±4	14	±13	
Officers	6	±2	20	±19	
ANG	9	±2	11	±6	
White	8	±2	10	±8	
Total Minority	11	±2	13	±7	
Black	14	±3	13	±14	
Hispanic	10	±4	9	±10	
Other Race/Ethnicity	10	±4	16	±11	
Enlisted	9	±2	11	±6	
E1 – E4	5	±3	15	±23	
E5 – E9	10	±2	10	±6	
Officers	8	±3	10	±17	
USAFR	11	±2	13	±7	
White	10	±3	12	±11	
Total Minority	12	±2	15	±6	
Black	16	±4	16	±9	
Hispanic	10	±4	15	±12	
Other Race/Ethnicity	7	±3	10	±11	
Enlisted	11	±2	15	±8	
E1 – E4	10	±4	10	±17	
E5 – E9	11	±3	16	±9	
Officers	12	±4	8	±14	
USCGR	10	±3	7	±10	
White	10	±4	6	±15	
Total Minority	8	±4	13	±17	
Black	4	±6	NR		
Hispanic	8	±4	NR		
Other Race/Ethnicity	11	±8	NR		
Enlisted	10	±3	7	±12	
E1 – E4	11	±5	10	±18	
E5 – E9	9	±4	NR		
Officers	7	±3	8	±18	

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

78. How satisfied are you with the following aspects of the reporting process?**a. Availability of information about how to follow-up on a report**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	14	±2	10	10	44	20	17	±5	3.2	±0.2	
Enlisted	14	±2	10	10	43	20	18	±5	3.3	±0.2	
E1 – E4	15	±3	11	10	42	16	21	±10	3.3	±0.3	
E5 – E9	13	±2	9	10	43	24	14	±5	3.2	±0.1	
Officers	11	±2	9	8	53	20	10	±9	3.1	±0.2	
O1 – O3	13	±4	12	6	57	16	8	±13	3.0	±0.3	
O4 – O6	10	±3	6	11	47	25	11	±11	3.2	±0.3	
Male	13	±2	9	9	44	20	18	±6	3.3	±0.2	
Female	17	±3	13	12	44	19	12	±8	3.1	±0.2	
White	12	±2	9	7	50	17	16	±7	3.2	±0.2	
Total Minority	16	±2	11	13	34	25	17	±5	3.2	±0.1	
Black	18	±2	9	13	30	28	21	±6	3.4	±0.2	
Hispanic	14	±2	12	11	38	23	16	±7	3.2	±0.2	
AIAN	13	±6	NR	8	47	10	21	±23	3.2	±0.6	
Asian	11	±3	18	7	46	21	7	±18	2.9	±0.4	
NHPI	13	±6	3	5	61	19	12	±19	3.3	±0.3	
Two or More Races	19	±7	11	NR	30	23	8	±18	2.9	±0.4	
AGR/FTS/AR	16	±3	9	10	41	24	15	±8	3.3	±0.2	
Other Selected Reserve	13	±2	10	9	44	19	17	±5	3.2	±0.2	
Reserve Unit	13	±2	10	9	44	19	17	±5	3.2	±0.2	
Military Technician	12	±3	8	7	50	23	13	±11	3.3	±0.3	
IMA	10	±2	12	12	55	12	9	±8	2.9	±0.2	
Not Activated Past 12 Months	12	±2	10	9	44	20	18	±6	3.3	±0.2	
Activated Past 12 Months	17	±3	10	11	44	21	15	±8	3.2	±0.2	
Not Deployed Past 12 Months	13	±2	10	9	43	20	17	±5	3.2	±0.2	
Deployed Past 12 Months	18	±4	8	12	48	18	15	±10	3.2	±0.3	
ARNG	15	±3	10	8	45	18	19	±8	3.3	±0.2	
White	14	±3	9	5	55	13	19	±12	3.3	±0.3	
Total Minority	17	±3	13	14	27	26	19	±9	3.3	±0.2	
Black	19	±4	8	11	23	31	27	±11	3.6	±0.3	
Hispanic	15	±4	14	13	29	27	18	±12	3.2	±0.4	
Other Race/Ethnicity	16	±7	20	NR	33	16	5	±20	2.6	±0.4	
Enlisted	15	±3	10	8	44	18	20	±9	3.3	±0.3	
E1 – E4	16	±5	11	8	50	12	18	±15	3.2	±0.4	
E5 – E9	14	±3	9	8	37	24	22	±8	3.4	±0.2	
Officers	13	±4	7	7	56	19	11	±16	3.2	±0.3	
USAR	16	±3	9	13	40	23	15	±8	3.2	±0.2	
White	14	±4	8	12	44	22	15	±16	3.2	±0.4	
Total Minority	18	±3	10	14	37	24	15	±8	3.2	±0.2	
Black	20	±4	10	15	34	27	15	±9	3.2	±0.3	
Hispanic	16	±4	10	9	42	23	16	±12	3.2	±0.3	
Other Race/Ethnicity	15	±6	10	NR	41	17	13	±20	3.0	±0.5	
Enlisted	16	±3	9	14	38	23	16	±9	3.2	±0.3	
E1 – E4	16	±5	9	15	31	22	23	±15	3.3	±0.4	
E5 – E9	17	±3	8	12	46	25	9	±9	3.1	±0.2	
Officers	13	±4	12	8	52	22	6	±15	3.0	±0.3	

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

78a. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
USNR	13	±3	5	8	44	24	19	±10	3.4	±0.2	
White	11	±4	3	8	49	21	19	±16	3.4	±0.4	
Total Minority	14	±3	6	9	38	29	18	±11	3.4	±0.2	
Black	13	±3	5	8	27	36	24	±14	3.6	±0.3	
Hispanic	14	±4	6	13	44	17	20	±15	3.3	±0.3	
Other Race/Ethnicity	16	±6	8	4	42	NR	10	±21	3.4	±0.3	
Enlisted	14	±3	5	8	42	26	20	±11	3.5	±0.3	
E1 – E4	13	±6	2	5	29	19	NR	±22	4.0	±0.5	
E5 – E9	14	±4	5	9	46	28	11	±13	3.3	±0.3	
Officers	9	±4	5	8	55	18	14	±20	3.3	±0.4	
USMCR	10	±3	21	6	34	17	22	±18	3.1	±0.5	
White	9	±4	NR	7	19	12	NR	±24	3.1	±0.9	
Total Minority	13	±5	12	6	52	23	8	±22	3.1	±0.3	
Black	16	±10	NR	5	NR	16	15	±24	3.2	±0.5	
Hispanic	8	±5	10	9	NR	17	6	±21	3.0	±0.3	
Other Race/Ethnicity	22	±14	13	4	NR	NR	5	±24	NR		
Enlisted	11	±4	22	5	33	17	23	±19	3.1	±0.5	
E1 – E4	11	±5	24	1	34	13	29	±24	3.2	±0.7	
E5 – E9	10	±4	15	17	32	NR	7	±16	3.0	±0.5	
Officers	6	±2	20	28	36	7	9	±19	2.6	±0.4	
ANG	9	±2	10	13	49	20	8	±8	3.1	±0.2	
White	8	±2	9	12	51	22	7	±11	3.1	±0.2	
Total Minority	11	±2	11	14	46	17	12	±9	3.0	±0.3	
Black	14	±3	10	21	41	19	8	±13	2.9	±0.3	
Hispanic	10	±4	17	13	45	13	12	±22	2.9	±0.5	
Other Race/Ethnicity	10	±4	4	6	54	18	18	±25	3.4	±0.4	
Enlisted	9	±2	10	13	49	21	7	±9	3.0	±0.2	
E1 – E4	5	±3	10	16	NR	NR	16	±24	3.1	±0.6	
E5 – E9	10	±2	10	12	51	21	6	±9	3.0	±0.2	
Officers	8	±3	9	10	47	18	16	±23	3.2	±0.5	
USAFR	11	±2	12	7	48	19	14	±9	3.2	±0.2	
White	10	±3	16	5	55	16	9	±13	3.0	±0.3	
Total Minority	12	±2	7	9	38	24	23	±9	3.5	±0.2	
Black	16	±4	7	11	29	25	28	±11	3.5	±0.3	
Hispanic	11	±4	7	6	49	20	18	±19	3.4	±0.4	
Other Race/Ethnicity	7	±3	4	3	54	27	12	±23	3.4	±0.3	
Enlisted	11	±2	13	6	48	18	15	±9	3.1	±0.3	
E1 – E4	9	±4	11	6	31	25	26	±20	3.5	±0.5	
E5 – E9	11	±3	14	6	53	16	10	±11	3.0	±0.3	
Officers	11	±4	9	9	50	20	13	±21	3.2	±0.4	
USCGR	9	±3	2	8	54	24	13	±15	3.4	±0.3	
White	9	±3	1	6	53	28	12	±18	3.4	±0.3	
Total Minority	8	±4	5	16	54	8	17	±19	3.1	±0.4	
Black	4	±6	NR	NR	NR	NR	NR		NR		
Hispanic	8	±4	NR	NR	NR	5	NR	±19	3.6	±0.6	
Other Race/Ethnicity	11	±8	NR	NR	NR	NR	NR		2.7	±0.5	
Enlisted	9	±3	1	7	52	26	14	±17	3.5	±0.3	
E1 – E4	11	±5	NR	3	NR	NR	12	±18	3.5	±0.4	
E5 – E9	9	±4	1	10	46	28	15	±22	3.5	±0.4	
Officers	7	±3	9	15	66	6	6	±22	2.8	±0.4	

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

78. How satisfied are you with the following aspects of the reporting process?**b. Treatment by personnel handling your report**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	13	±2	9	10	42	20	18	±5	3.3	±0.2	
Enlisted	14	±2	10	10	42	19	19	±5	3.3	±0.2	
E1 – E4	15	±3	10	10	41	16	23	±10	3.3	±0.3	
E5 – E9	13	±2	10	11	43	22	15	±5	3.2	±0.2	
Officers	11	±2	8	10	44	25	14	±9	3.3	±0.2	
O1 – O3	13	±4	10	11	43	25	12	±14	3.2	±0.3	
O4 – O6	10	±3	7	9	43	26	15	±11	3.3	±0.3	
Male	13	±2	8	10	43	20	20	±6	3.3	±0.2	
Female	17	±3	14	11	41	19	14	±8	3.1	±0.2	
White	12	±2	9	9	48	16	18	±7	3.2	±0.2	
Total Minority	16	±2	10	13	33	25	19	±5	3.3	±0.2	
Black	18	±2	8	11	32	27	22	±6	3.4	±0.2	
Hispanic	14	±2	12	11	36	24	18	±7	3.2	±0.2	
AIAN	13	±6	NR	9	39	14	22	±22	3.2	±0.6	
Asian	10	±3	15	9	45	21	10	±19	3.0	±0.4	
NHPI	13	±6	NR	9	48	15	11	±20	NR		
Two or More Races	19	±7	10	NR	18	25	16	±18	3.1	±0.6	
AGR/FTS/AR	15	±3	8	12	41	24	15	±8	3.2	±0.2	
Other Selected Reserve	13	±2	10	10	42	19	19	±5	3.3	±0.2	
Reserve Unit	13	±2	10	10	42	19	19	±5	3.3	±0.2	
Military Technician	12	±3	6	9	50	22	13	±11	3.3	±0.3	
IMA	9	±2	11	13	49	16	11	±8	3.0	±0.2	
Not Activated Past 12 Months	12	±2	9	11	42	19	19	±6	3.3	±0.2	
Activated Past 12 Months	17	±3	11	9	42	20	18	±8	3.3	±0.2	
Not Deployed Past 12 Months	13	±2	10	10	41	20	19	±5	3.3	±0.2	
Deployed Past 12 Months	18	±4	8	10	46	20	16	±11	3.2	±0.3	
ARNG	15	±3	10	11	44	15	20	±8	3.2	±0.2	
White	14	±3	9	9	52	11	19	±12	3.2	±0.3	
Total Minority	17	±3	12	14	29	24	21	±9	3.3	±0.2	
Black	19	±4	8	10	31	24	27	±11	3.5	±0.3	
Hispanic	15	±4	14	10	29	29	18	±12	3.3	±0.4	
Other Race/Ethnicity	15	±7	22	NR	23	13	9	±21	2.6	±0.5	
Enlisted	15	±3	10	11	43	15	21	±9	3.2	±0.3	
E1 – E4	16	±5	11	11	47	11	19	±15	3.2	±0.4	
E5 – E9	14	±3	10	11	38	19	23	±9	3.3	±0.2	
Officers	12	±4	8	7	55	20	10	±17	3.2	±0.3	
USAR	16	±3	9	11	39	24	17	±8	3.3	±0.2	
White	14	±4	8	8	44	24	16	±15	3.3	±0.4	
Total Minority	18	±3	9	14	34	25	18	±8	3.3	±0.2	
Black	20	±4	9	12	32	29	18	±9	3.4	±0.3	
Hispanic	16	±4	11	12	37	22	18	±12	3.2	±0.3	
Other Race/Ethnicity	15	±6	10	NR	33	18	20	±20	3.2	±0.6	
Enlisted	16	±3	9	11	39	23	18	±9	3.3	±0.2	
E1 – E4	16	±5	8	11	35	22	25	±15	3.5	±0.4	
E5 – E9	17	±3	10	11	43	24	12	±9	3.2	±0.2	
Officers	13	±4	9	11	38	31	12	±17	3.3	±0.4	

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

78b. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
USNR	13	±3	4	7	39	30	20	±10	3.6	±0.2	
White	11	±4	3	6	41	31	19	±16	3.6	±0.3	
Total Minority	14	±3	5	9	36	29	22	±11	3.5	±0.2	
Black	13	±4	3	11	27	31	29	±14	3.7	±0.3	
Hispanic	14	±4	7	10	41	22	20	±16	3.4	±0.3	
Other Race/Ethnicity	16	±6	5	5	39	NR	16	±21	3.5	±0.3	
Enlisted	14	±3	4	7	40	29	21	±11	3.6	±0.3	
E1 – E4	13	±6	2	2	29	18	NR	±22	4.1	±0.5	
E5 – E9	14	±4	4	8	44	33	11	±13	3.4	±0.2	
Officers	9	±4	5	10	32	35	18	±20	3.5	±0.4	
USMCR	10	±3	15	8	36	17	24	±18	3.3	±0.5	
White	9	±4	NR	6	34	5	NR	±24	3.3	±0.8	
Total Minority	12	±5	9	11	39	32	10	±24	3.2	±0.3	
Black	15	±10	NR	8	NR	NR	NR	±22	3.2	±0.5	
Hispanic	8	±5	10	11	NR	14	12	±19	3.1	±0.4	
Other Race/Ethnicity	22	±14	8	12	15	NR	5	±21	3.4	±0.6	
Enlisted	11	±4	14	7	36	17	25	±19	3.3	±0.5	
E1 – E4	11	±5	16	5	32	17	30	±24	3.4	±0.7	
E5 – E9	10	±4	11	12	49	18	11	±19	3.1	±0.3	
Officers	6	±2	18	28	30	7	17	±18	2.8	±0.5	
ANG	9	±2	9	11	49	19	12	±8	3.1	±0.2	
White	8	±2	8	11	52	17	12	±11	3.1	±0.3	
Total Minority	11	±2	10	11	43	23	14	±9	3.2	±0.3	
Black	14	±3	9	13	37	33	9	±14	3.2	±0.3	
Hispanic	10	±4	16	10	44	15	14	±22	3.0	±0.5	
Other Race/Ethnicity	9	±4	2	8	53	17	20	±24	3.4	±0.4	
Enlisted	9	±2	9	11	51	20	10	±9	3.1	±0.2	
E1 – E4	5	±3	9	NR	NR	NR	NR	±22	3.4	±0.6	
E5 – E9	10	±2	9	11	53	20	8	±9	3.1	±0.2	
Officers	7	±3	9	13	40	10	28	±23	3.4	±0.6	
USAFR	11	±2	13	9	42	21	15	±9	3.2	±0.2	
White	10	±3	16	8	45	20	11	±13	3.0	±0.3	
Total Minority	12	±2	8	11	37	24	21	±9	3.4	±0.2	
Black	16	±4	7	14	29	27	23	±11	3.4	±0.3	
Hispanic	10	±4	9	7	49	16	19	±19	3.3	±0.4	
Other Race/Ethnicity	7	±3	5	3	50	25	17	±21	3.5	±0.4	
Enlisted	11	±2	14	9	43	20	14	±10	3.1	±0.3	
E1 – E4	10	±4	11	6	26	30	28	±20	3.6	±0.5	
E5 – E9	11	±3	15	10	49	17	9	±11	3.0	±0.3	
Officers	11	±4	9	9	38	26	18	±21	3.4	±0.5	
USCGR	9	±3	2	12	52	18	16	±15	3.3	±0.3	
White	9	±3	1	14	49	21	14	±18	3.3	±0.3	
Total Minority	8	±4	5	6	62	5	22	±19	3.3	±0.4	
Black	4	±6	NR	NR	NR	NR	NR		NR		
Hispanic	8	±4	NR	5	NR	NR	NR	±19	3.6	±0.5	
Other Race/Ethnicity	11	±8	NR	NR	NR	NR	NR		3.1	±0.5	
Enlisted	9	±3	1	14	54	18	14	±17	3.3	±0.3	
E1 – E4	11	±5	NR	NR	NR	NR	21	±24	3.6	±0.4	
E5 – E9	8	±4	1	23	47	19	9	±23	3.1	±0.4	
Officers	7	±3	9	6	40	15	NR	±22	3.5	±0.6	

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

78. How satisfied are you with the following aspects of the reporting process?**c. Amount of time it took/is taking to resolve your report**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	14	±2	14	13	43	16	15	±5	3.0	±0.2	
Enlisted	14	±2	14	14	42	15	15	±5	3.0	±0.2	
E1 – E4	15	±3	14	15	41	12	18	±10	3.1	±0.3	
E5 – E9	13	±2	14	13	43	19	12	±5	3.0	±0.1	
Officers	11	±2	11	9	50	19	11	±9	3.1	±0.2	
O1 – O3	13	±4	14	9	47	19	11	±14	3.0	±0.3	
O4 – O6	10	±3	10	10	51	20	10	±11	3.1	±0.3	
Male	13	±2	12	13	43	16	16	±6	3.1	±0.2	
Female	17	±3	18	15	43	14	10	±8	2.8	±0.2	
White	12	±2	13	14	46	12	14	±7	3.0	±0.2	
Total Minority	16	±2	14	13	37	21	15	±4	3.1	±0.1	
Black	18	±2	12	13	35	22	18	±6	3.2	±0.2	
Hispanic	14	±2	15	11	37	23	15	±7	3.1	±0.2	
AIAN	13	±6	NR	15	46	NR	9	±18	2.9	±0.5	
Asian	11	±3	15	7	55	15	9	±18	3.0	±0.4	
NHPI	13	±6	3	NR	38	15	10	±19	3.0	±0.4	
Two or More Races	19	±7	22	NR	36	19	8	±23	2.8	±0.4	
AGR/FTS/AR	15	±3	12	12	41	24	11	±8	3.1	±0.2	
Other Selected Reserve	13	±2	14	13	43	15	15	±5	3.0	±0.2	
Reserve Unit	13	±2	14	13	43	15	15	±5	3.0	±0.2	
Military Technician	12	±3	11	8	49	19	14	±12	3.2	±0.3	
IMA	9	±2	16	14	54	8	8	±8	2.8	±0.2	
Not Activated Past 12 Months	12	±2	13	13	43	16	16	±6	3.1	±0.2	
Activated Past 12 Months	17	±3	15	15	43	16	13	±8	3.0	±0.2	
Not Deployed Past 12 Months	13	±2	13	14	42	16	15	±5	3.1	±0.2	
Deployed Past 12 Months	18	±4	15	13	46	15	12	±11	3.0	±0.3	
ARNG	15	±3	12	13	44	12	18	±8	3.1	±0.2	
White	14	±3	11	14	49	8	18	±12	3.1	±0.3	
Total Minority	17	±3	14	13	35	20	18	±8	3.1	±0.2	
Black	19	±4	10	12	35	19	25	±11	3.4	±0.3	
Hispanic	15	±4	17	12	29	26	16	±12	3.1	±0.4	
Other Race/Ethnicity	16	±7	21	16	NR	10	6	±20	2.6	±0.4	
Enlisted	15	±3	13	14	43	12	18	±9	3.1	±0.3	
E1 – E4	16	±5	12	17	46	7	18	±15	3.0	±0.4	
E5 – E9	14	±3	13	12	39	17	19	±9	3.2	±0.2	
Officers	12	±4	9	6	56	15	14	±17	3.2	±0.4	
USAR	16	±3	16	16	38	20	11	±8	2.9	±0.2	
White	14	±4	17	17	40	18	8	±14	2.8	±0.4	
Total Minority	18	±3	14	15	36	22	13	±8	3.0	±0.2	
Black	20	±4	13	15	34	24	14	±9	3.1	±0.3	
Hispanic	16	±4	15	12	37	23	13	±12	3.1	±0.3	
Other Race/Ethnicity	15	±6	18	NR	38	14	9	±23	2.7	±0.5	
Enlisted	16	±3	16	16	36	20	12	±9	3.0	±0.3	
E1 – E4	16	±5	17	19	31	18	15	±16	3.0	±0.4	
E5 – E9	16	±3	15	13	42	23	8	±10	2.9	±0.2	
Officers	13	±4	13	14	49	18	6	±15	2.9	±0.4	

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

78c. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
USNR	13	±3	5	7	46	24	18	±10	3.4	±0.2	
White	11	±4	3	8	48	22	19	±16	3.5	±0.4	
Total Minority	14	±3	7	6	44	28	16	±11	3.4	±0.2	
Black	13	±3	8	5	40	29	18	±13	3.4	±0.3	
Hispanic	14	±4	6	8	49	20	17	±15	3.3	±0.3	
Other Race/Ethnicity	16	±6	8	3	42	NR	12	±20	3.4	±0.4	
Enlisted	14	±3	5	7	46	24	18	±11	3.4	±0.3	
E1 – E4	13	±6	1	4	34	17	NR	±21	4.0	±0.5	
E5 – E9	14	±4	7	8	50	26	9	±13	3.2	±0.3	
Officers	9	±4	4	7	46	27	16	±19	3.4	±0.4	
USMCR	10	±3	27	6	38	12	17	±17	2.9	±0.5	
White	9	±4	NR	7	NR	3	NR	±8	2.9	±0.8	
Total Minority	13	±5	22	6	43	22	8	±22	2.9	±0.5	
Black	16	±10	12	4	NR	NR	10	±24	3.1	±0.5	
Hispanic	8	±5	17	2	NR	14	9	±20	3.0	±0.4	
Other Race/Ethnicity	22	±14	NR	10	20	NR	4	±24	NR		
Enlisted	11	±4	27	5	38	12	18	±19	2.9	±0.5	
E1 – E4	11	±5	23	3	39	11	23	±24	3.1	±0.7	
E5 – E9	10	±4	NR	12	35	14	3	±17	2.4	±0.6	
Officers	6	±2	21	20	41	7	11	±18	2.7	±0.4	
ANG	9	±2	13	17	47	16	7	±8	2.9	±0.2	
White	8	±2	12	19	48	15	5	±11	2.8	±0.3	
Total Minority	11	±2	13	12	45	20	10	±9	3.0	±0.3	
Black	14	±3	16	17	33	29	5	±13	2.9	±0.3	
Hispanic	10	±4	19	12	46	12	11	±21	2.8	±0.4	
Other Race/Ethnicity	9	±4	3	6	61	15	NR	±18	3.3	±0.4	
Enlisted	9	±2	12	19	47	16	6	±9	2.8	±0.2	
E1 – E4	5	±3	13	NR	NR	6	NR	±20	2.8	±0.5	
E5 – E9	10	±2	12	20	45	18	6	±9	2.8	±0.2	
Officers	7	±3	15	2	48	22	14	±25	3.2	±0.5	
USAFR	11	±2	17	9	46	16	13	±9	3.0	±0.2	
White	10	±3	19	8	48	14	11	±13	2.9	±0.3	
Total Minority	12	±2	12	10	43	19	16	±9	3.2	±0.2	
Black	16	±4	15	11	37	20	17	±11	3.1	±0.3	
Hispanic	10	±4	9	11	52	16	12	±23	3.1	±0.3	
Other Race/Ethnicity	7	±3	7	3	50	22	18	±23	3.4	±0.4	
Enlisted	11	±2	17	9	49	13	12	±9	2.9	±0.3	
E1 – E4	10	±4	15	5	35	22	23	±19	3.3	±0.5	
E5 – E9	11	±3	18	11	54	10	8	±11	2.8	±0.3	
Officers	11	±4	15	8	35	26	16	±21	3.2	±0.5	
USCGR	9	±3	12	7	50	21	10	±15	3.1	±0.3	
White	9	±3	11	8	48	26	7	±18	3.1	±0.4	
Total Minority	8	±4	14	7	57	2	20	±19	3.1	±0.5	
Black	4	±6	NR	NR	NR	NR	NR		NR		
Hispanic	8	±4	NR	5	NR	NR	NR	±19	NR		
Other Race/Ethnicity	11	±8	NR	10	NR	NR	NR	±23	3.0	±0.5	
Enlisted	9	±3	11	7	48	23	10	±17	3.1	±0.4	
E1 – E4	11	±5	3	NR	NR	NR	12	±18	3.3	±0.4	
E5 – E9	9	±4	17	7	40	27	9	±23	3.0	±0.6	
Officers	7	±3	14	7	62	6	11	±21	2.9	±0.5	

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

78. How satisfied are you with the following aspects of the reporting process?**d. How well you were/are kept informed about the progress of your report**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	14	±2	14	12	43	15	15	±5	3.1	±0.2	
Enlisted	14	±2	15	12	42	15	16	±5	3.1	±0.2	
E1 – E4	15	±3	17	11	40	10	22	±10	3.1	±0.3	
E5 – E9	13	±2	13	13	43	19	12	±5	3.0	±0.1	
Officers	11	±2	10	13	50	18	9	±9	3.0	±0.2	
O1 – O3	13	±4	12	14	51	17	6	±14	2.9	±0.3	
O4 – O6	10	±3	8	14	47	20	11	±11	3.1	±0.3	
Male	13	±2	13	11	44	15	17	±6	3.1	±0.2	
Female	17	±3	18	16	38	17	10	±8	2.8	±0.2	
White	12	±2	14	11	48	12	15	±7	3.0	±0.2	
Total Minority	16	±2	15	14	35	21	16	±4	3.1	±0.2	
Black	18	±2	11	14	33	23	19	±6	3.2	±0.2	
Hispanic	14	±2	15	13	35	21	15	±7	3.1	±0.2	
AIAN	13	±6	NR	15	44	7	18	±24	3.0	±0.6	
Asian	11	±3	14	12	49	15	9	±19	2.9	±0.4	
NHPI	13	±6	7	NR	NR	13	10	±15	3.0	±0.4	
Two or More Races	19	±7	NR	NR	26	16	10	±16	2.5	±0.6	
AGR/FTS/AR	15	±3	10	14	42	23	11	±8	3.1	±0.2	
Other Selected Reserve	13	±2	15	12	43	14	16	±5	3.1	±0.2	
Reserve Unit	13	±2	15	12	43	15	16	±5	3.1	±0.2	
Military Technician	12	±3	10	9	50	20	11	±12	3.1	±0.3	
IMA	9	±2	13	15	54	7	10	±8	2.9	±0.2	
Not Activated Past 12 Months	12	±2	14	12	42	17	16	±6	3.1	±0.2	
Activated Past 12 Months	17	±3	14	13	45	13	15	±8	3.0	±0.2	
Not Deployed Past 12 Months	13	±2	14	12	43	16	16	±5	3.1	±0.2	
Deployed Past 12 Months	18	±4	15	14	44	12	14	±11	3.0	±0.3	
ARNG	15	±3	15	11	44	13	18	±8	3.1	±0.3	
White	14	±3	13	9	52	8	17	±12	3.1	±0.3	
Total Minority	17	±3	18	15	29	20	18	±9	3.1	±0.3	
Black	19	±4	10	14	31	21	24	±11	3.3	±0.3	
Hispanic	15	±4	18	15	24	25	17	±12	3.1	±0.4	
Other Race/Ethnicity	16	±7	NR	16	32	9	8	±18	2.4	±0.6	
Enlisted	15	±3	16	11	43	12	19	±9	3.1	±0.3	
E1 – E4	16	±5	19	10	44	8	19	±15	3.0	±0.4	
E5 – E9	14	±3	12	13	41	16	18	±9	3.2	±0.2	
Officers	12	±4	7	8	57	20	8	±17	3.1	±0.3	
USAR	16	±3	13	16	39	18	14	±8	3.0	±0.2	
White	14	±4	13	16	42	16	14	±16	3.0	±0.4	
Total Minority	18	±3	14	16	37	20	14	±8	3.1	±0.2	
Black	20	±4	12	15	35	23	15	±9	3.1	±0.3	
Hispanic	16	±4	14	12	40	19	15	±11	3.1	±0.3	
Other Race/Ethnicity	15	±6	18	NR	38	10	12	±24	2.7	±0.5	
Enlisted	16	±3	13	15	38	18	15	±9	3.1	±0.3	
E1 – E4	16	±5	13	15	35	14	23	±15	3.2	±0.4	
E5 – E9	16	±3	13	14	42	23	8	±10	3.0	±0.2	
Officers	13	±4	13	22	45	13	6	±17	2.8	±0.4	

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

78d. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
USNR	13	±3	6	9	41	24	19	±10	3.4	±0.3	
White	11	±4	6	12	41	22	19	±16	3.4	±0.4	
Total Minority	14	±3	7	6	42	27	19	±11	3.4	±0.2	
Black	13	±4	7	6	33	26	28	±14	3.6	±0.3	
Hispanic	14	±4	6	7	50	21	15	±14	3.3	±0.3	
Other Race/Ethnicity	16	±6	7	5	40	NR	13	±21	3.4	±0.4	
Enlisted	14	±3	7	9	41	24	19	±11	3.4	±0.3	
E1 – E4	13	±6	1	4	31	16	NR	±21	4.1	±0.5	
E5 – E9	14	±4	9	11	44	26	10	±13	3.2	±0.3	
Officers	9	±4	4	11	43	26	17	±19	3.4	±0.4	
USMCR	10	±3	26	9	37	11	17	±17	2.9	±0.5	
White	9	±4	NR	9	NR	4	NR	±9	2.9	±0.8	
Total Minority	13	±5	21	8	42	21	7	±23	2.8	±0.5	
Black	16	±10	NR	6	NR	NR	7	±20	3.1	±0.4	
Hispanic	8	±5	18	8	NR	12	9	±20	2.9	±0.4	
Other Race/Ethnicity	22	±14	NR	11	20	NR	6	±24	NR		
Enlisted	11	±4	26	7	38	12	18	±18	2.9	±0.5	
E1 – E4	11	±5	23	4	38	11	23	±24	3.1	±0.7	
E5 – E9	10	±4	NR	17	36	13	3	±17	2.4	±0.5	
Officers	6	±2	26	29	28	3	15	±19	2.5	±0.5	
ANG	9	±2	14	12	50	18	6	±8	2.9	±0.2	
White	8	±2	15	11	52	17	4	±11	2.8	±0.3	
Total Minority	11	±2	10	15	45	19	12	±9	3.1	±0.2	
Black	14	±3	13	15	36	28	9	±14	3.1	±0.3	
Hispanic	10	±4	11	20	44	13	12	±20	2.9	±0.3	
Other Race/Ethnicity	9	±4	3	7	60	14	NR	±18	3.3	±0.4	
Enlisted	9	±2	15	13	49	17	6	±9	2.9	±0.2	
E1 – E4	5	±3	11	16	NR	6	11	±24	2.9	±0.5	
E5 – E9	10	±2	15	12	48	19	6	±9	2.9	±0.2	
Officers	7	±3	5	6	56	25	7	±21	3.2	±0.4	
USAFR	11	±2	16	8	47	16	13	±9	3.0	±0.2	
White	10	±3	18	6	52	12	11	±13	2.9	±0.3	
Total Minority	12	±2	12	11	38	22	17	±9	3.2	±0.2	
Black	16	±4	14	15	30	24	17	±11	3.2	±0.3	
Hispanic	10	±4	11	4	49	20	17	±19	3.3	±0.4	
Other Race/Ethnicity	7	±3	7	5	53	18	16	±24	3.3	±0.4	
Enlisted	11	±2	17	8	47	16	13	±9	3.0	±0.3	
E1 – E4	10	±4	15	5	39	16	26	±19	3.3	±0.5	
E5 – E9	11	±3	17	9	50	17	8	±11	2.9	±0.3	
Officers	11	±4	14	9	46	16	16	±21	3.1	±0.5	
USCGR	9	±3	9	15	52	15	10	±14	3.0	±0.3	
White	9	±3	9	15	50	18	7	±18	3.0	±0.4	
Total Minority	8	±4	10	11	56	5	17	±19	3.1	±0.4	
Black	4	±6	NR	NR	NR	NR	NR		NR		
Hispanic	8	±4	NR	8	NR	NR	NR	±17	3.3	±0.7	
Other Race/Ethnicity	11	±8	NR	10	NR	NR	NR	±23	2.9	±0.5	
Enlisted	9	±3	9	14	51	16	10	±16	3.0	±0.4	
E1 – E4	10	±5	4	NR	NR	NR	13	±20	3.1	±0.4	
E5 – E9	9	±4	13	13	45	21	NR	±23	3.0	±0.5	
Officers	7	±3	8	20	55	5	11	±21	2.9	±0.4	

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

78. How satisfied are you with the following aspects of the reporting process?**e. Degree to which your privacy was/is being protected**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	14	±2	10	9	46	18	17	±5	3.2	±0.2	
Enlisted	14	±2	11	9	44	18	18	±5	3.2	±0.2	
E1 – E4	15	±3	10	11	44	13	22	±10	3.3	±0.3	
E5 – E9	13	±2	11	8	45	22	14	±5	3.2	±0.1	
Officers	11	±2	8	7	53	20	12	±9	3.2	±0.2	
O1 – O3	13	±4	10	7	55	19	8	±14	3.1	±0.3	
O4 – O6	10	±3	6	8	50	22	14	±11	3.3	±0.3	
Male	13	±2	9	8	47	18	18	±6	3.3	±0.2	
Female	17	±3	16	11	42	18	13	±8	3.0	±0.2	
White	12	±2	9	8	51	15	17	±7	3.2	±0.2	
Total Minority	16	±2	12	10	38	22	17	±4	3.2	±0.1	
Black	18	±2	10	10	33	25	21	±6	3.4	±0.2	
Hispanic	14	±2	15	9	39	22	16	±7	3.2	±0.2	
AIAN	13	±6	NR	6	45	14	21	±23	3.2	±0.6	
Asian	11	±3	13	6	55	18	8	±20	3.0	±0.4	
NHPI	13	±6	3	NR	NR	12	12	±11	3.1	±0.4	
Two or More Races	19	±7	12	NR	46	17	9	±21	2.9	±0.4	
AGR/FTS/AR	16	±3	12	11	41	22	14	±8	3.1	±0.2	
Other Selected Reserve	13	±2	10	9	46	17	17	±5	3.2	±0.2	
Reserve Unit	13	±2	10	9	46	18	17	±5	3.2	±0.2	
Military Technician	12	±3	8	8	48	25	11	±12	3.2	±0.3	
IMA	10	±2	12	6	54	15	14	±8	3.1	±0.2	
Not Activated Past 12 Months	12	±2	10	8	46	18	17	±6	3.2	±0.2	
Activated Past 12 Months	17	±3	11	10	46	17	16	±8	3.2	±0.2	
Not Deployed Past 12 Months	13	±2	10	8	45	19	17	±5	3.2	±0.2	
Deployed Past 12 Months	18	±4	11	11	49	13	16	±10	3.1	±0.3	
ARNG	15	±3	11	11	44	15	19	±8	3.2	±0.2	
White	14	±3	9	11	51	11	18	±12	3.2	±0.3	
Total Minority	17	±3	15	10	32	22	21	±8	3.2	±0.2	
Black	19	±4	12	12	25	21	29	±11	3.4	±0.3	
Hispanic	15	±4	18	8	30	27	17	±12	3.2	±0.4	
Other Race/Ethnicity	16	±7	17	10	55	11	7	±21	2.8	±0.4	
Enlisted	15	±3	12	11	44	14	20	±9	3.2	±0.2	
E1 – E4	16	±5	11	13	49	7	21	±16	3.1	±0.4	
E5 – E9	14	±3	12	8	38	22	20	±8	3.3	±0.2	
Officers	13	±4	7	11	50	22	10	±17	3.2	±0.3	
USAR	16	±3	11	8	45	20	16	±8	3.2	±0.2	
White	14	±4	10	5	51	17	17	±15	3.3	±0.4	
Total Minority	18	±3	12	11	40	22	15	±8	3.2	±0.2	
Black	20	±4	10	10	38	27	15	±9	3.3	±0.3	
Hispanic	16	±4	15	11	40	20	15	±12	3.1	±0.3	
Other Race/Ethnicity	15	±6	11	NR	45	12	13	±20	3.0	±0.5	
Enlisted	16	±3	11	9	43	20	17	±9	3.2	±0.2	
E1 – E4	16	±5	9	10	39	19	23	±15	3.4	±0.4	
E5 – E9	16	±3	14	8	46	22	10	±10	3.1	±0.2	
Officers	13	±4	9	4	59	18	10	±15	3.2	±0.3	

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

78e. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
USNR	13	±3	4	8	45	25	18	±10	3.5	±0.2	
White	11	±4	3	7	48	23	19	±16	3.5	±0.4	
Total Minority	14	±3	4	10	42	28	16	±11	3.4	±0.2	
Black	13	±3	1	7	38	33	20	±13	3.6	±0.3	
Hispanic	14	±4	4	10	50	19	17	±14	3.4	±0.3	
Other Race/Ethnicity	16	±6	7	NR	37	NR	10	±19	3.2	±0.4	
Enlisted	14	±3	3	9	44	25	19	±11	3.5	±0.3	
E1 – E4	13	±6	0	4	35	16	NR	±21	4.0	±0.5	
E5 – E9	14	±4	4	10	47	28	10	±13	3.3	±0.3	
Officers	9	±4	4	5	54	25	12	±19	3.4	±0.3	
USMCR	10	±3	18	6	39	18	18	±17	3.1	±0.4	
White	9	±4	23	4	NR	15	NR	±24	3.2	±0.7	
Total Minority	13	±5	13	9	48	23	7	±22	3.0	±0.3	
Black	16	±10	NR	10	NR	NR	7	±20	3.0	±0.5	
Hispanic	8	±5	19	6	NR	13	9	±20	2.9	±0.4	
Other Race/Ethnicity	22	±14	8	11	NR	NR	5	±21	NR		
Enlisted	11	±4	18	6	40	18	18	±18	3.1	±0.5	
E1 – E4	11	±5	18	4	37	17	23	±24	3.2	±0.6	
E5 – E9	10	±4	18	12	46	21	3	±20	2.8	±0.3	
Officers	6	±2	24	15	31	13	17	±18	2.8	±0.5	
ANG	9	±2	9	6	57	22	7	±8	3.1	±0.2	
White	8	±2	8	6	59	22	4	±11	3.1	±0.2	
Total Minority	11	±2	9	7	52	19	13	±9	3.2	±0.2	
Black	14	±3	13	5	48	21	13	±14	3.2	±0.3	
Hispanic	10	±4	9	7	56	19	9	±15	3.1	±0.3	
Other Race/Ethnicity	9	±4	3	9	53	17	NR	±17	3.4	±0.4	
Enlisted	9	±2	9	7	56	22	7	±9	3.1	±0.2	
E1 – E4	5	±3	3	11	NR	NR	11	±21	3.3	±0.4	
E5 – E9	10	±2	10	6	57	22	6	±9	3.1	±0.2	
Officers	7	±3	9	2	65	17	8	±21	3.1	±0.4	
USAFR	11	±2	10	6	46	22	17	±9	3.3	±0.2	
White	10	±3	11	6	48	19	15	±12	3.2	±0.3	
Total Minority	12	±2	7	6	42	25	20	±9	3.4	±0.2	
Black	16	±4	7	8	36	27	21	±11	3.5	±0.3	
Hispanic	10	±4	8	2	52	19	20	±19	3.4	±0.4	
Other Race/Ethnicity	7	±3	5	6	49	30	10	±22	3.3	±0.3	
Enlisted	11	±2	10	6	47	22	15	±9	3.3	±0.2	
E1 – E4	10	±4	11	3	30	32	24	±20	3.6	±0.5	
E5 – E9	11	±3	10	7	52	18	12	±11	3.1	±0.3	
Officers	11	±4	7	6	43	21	23	±22	3.5	±0.5	
USCGR	9	±3	2	4	60	17	16	±14	3.4	±0.3	
White	9	±3	1	5	58	21	15	±17	3.4	±0.3	
Total Minority	8	±4	8	2	65	5	20	±19	3.3	±0.4	
Black	4	±6	NR	NR	NR	NR	NR		NR		
Hispanic	8	±4	NR	3	NR	NR	NR	±14	3.6	±0.5	
Other Race/Ethnicity	11	±8	NR	NR	NR	NR	NR		3.0	±0.5	
Enlisted	9	±3	1	4	61	19	15	±18	3.4	±0.3	
E1 – E4	11	±5	NR	NR	NR	NR	NR		3.7	±0.5	
E5 – E9	9	±4	1	NR	60	27	6	±21	3.3	±0.3	
Officers	7	±3	14	8	NR	5	NR	±21	3.1	±0.6	

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

78. How satisfied are you with the following aspects of the reporting process?**f. The reporting process overall**1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	13	±2	11	12	44	16	16	±5	3.1	±0.2	
Enlisted	14	±2	12	12	44	16	17	±5	3.1	±0.2	
E1 – E4	14	±3	10	13	44	11	21	±10	3.2	±0.3	
E5 – E9	13	±2	13	11	43	20	13	±5	3.1	±0.1	
Officers	11	±2	9	12	50	20	9	±9	3.1	±0.2	
O1 – O3	13	±4	12	11	51	19	7	±14	3.0	±0.3	
O4 – O6	10	±3	6	15	47	21	12	±11	3.2	±0.3	
Male	13	±2	10	12	44	16	17	±6	3.2	±0.2	
Female	17	±3	16	12	45	17	10	±8	2.9	±0.2	
White	12	±2	10	11	51	13	15	±7	3.1	±0.2	
Total Minority	16	±2	14	14	34	22	16	±5	3.1	±0.2	
Black	18	±2	12	11	33	25	19	±6	3.3	±0.2	
Hispanic	14	±2	17	10	37	21	15	±7	3.1	±0.2	
AIAN	13	±6	21	12	41	5	21	±24	2.9	±0.7	
Asian	11	±3	14	9	55	15	6	±18	2.9	±0.3	
NHPI	12	±6	5	NR	35	15	11	±18	2.9	±0.5	
Two or More Races	19	±7	15	NR	18	16	11	±16	2.7	±0.4	
AGR/FTS/AR	15	±3	13	12	41	21	14	±8	3.1	±0.2	
Other Selected Reserve	13	±2	11	12	45	16	16	±5	3.1	±0.2	
Reserve Unit	13	±2	11	12	45	16	16	±5	3.1	±0.2	
Military Technician	12	±3	9	8	48	23	11	±12	3.2	±0.3	
IMA	9	±2	16	12	54	8	10	±8	2.8	±0.2	
Not Activated Past 12 Months	12	±2	11	12	43	17	17	±6	3.2	±0.2	
Activated Past 12 Months	17	±3	11	12	48	15	14	±8	3.1	±0.2	
Not Deployed Past 12 Months	13	±2	11	12	43	17	16	±5	3.2	±0.2	
Deployed Past 12 Months	18	±4	11	12	49	14	13	±10	3.1	±0.3	
ARNG	15	±3	12	12	45	14	18	±8	3.1	±0.2	
White	14	±3	9	10	54	9	17	±12	3.2	±0.3	
Total Minority	17	±3	18	15	27	22	19	±9	3.1	±0.3	
Black	19	±4	14	10	25	25	25	±11	3.4	±0.3	
Hispanic	15	±4	22	8	30	25	16	±12	3.1	±0.4	
Other Race/Ethnicity	16	±7	19	NR	23	8	9	±19	2.5	±0.4	
Enlisted	15	±3	12	12	44	13	19	±9	3.1	±0.2	
E1 – E4	16	±5	11	14	49	8	18	±15	3.1	±0.4	
E5 – E9	14	±3	14	9	39	18	19	±9	3.2	±0.2	
Officers	13	±4	9	11	50	21	10	±17	3.1	±0.4	
USAR	15	±3	11	14	41	19	15	±8	3.1	±0.2	
White	13	±4	10	14	45	17	15	±16	3.1	±0.4	
Total Minority	18	±3	12	15	38	20	15	±8	3.1	±0.2	
Black	20	±4	11	12	36	25	16	±9	3.2	±0.3	
Hispanic	16	±4	15	12	39	19	15	±11	3.1	±0.3	
Other Race/Ethnicity	15	±6	10	NR	42	10	11	±20	2.9	±0.5	
Enlisted	16	±3	11	14	40	19	16	±9	3.2	±0.2	
E1 – E4	15	±5	6	18	37	15	24	±16	3.3	±0.4	
E5 – E9	16	±3	16	10	42	23	8	±10	3.0	±0.2	
Officers	13	±4	9	17	50	17	7	±15	3.0	±0.3	

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.













































NR: Not reportable

78f. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
USNR	13	±3	5	10	42	26	18	±10	3.4	±0.2	
White	11	±4	3	8	46	23	19	±16	3.5	±0.4	
Total Minority	14	±3	7	13	36	28	16	±11	3.3	±0.2	
Black	13	±4	8	6	32	34	20	±13	3.5	±0.3	
Hispanic	14	±4	7	15	40	20	18	±16	3.3	±0.3	
Other Race/Ethnicity	16	±6	5	17	34	NR	10	±24	3.3	±0.4	
Enlisted	14	±3	5	10	41	24	19	±11	3.4	±0.3	
E1 – E4	14	±6	2	4	33	14	NR	±21	4.0	±0.5	
E5 – E9	14	±4	6	12	44	28	9	±13	3.2	±0.3	
Officers	9	±4	4	8	44	32	11	±19	3.4	±0.3	
USMCR	10	±3	24	8	43	11	14	±16	2.8	±0.5	
White	8	±4	NR	9	NR	3	NR	±10	2.9	±0.7	
Total Minority	13	±5	24	6	42	20	9	±23	2.8	±0.5	
Black	16	±10	12	6	NR	16	12	±24	3.1	±0.5	
Hispanic	8	±5	18	6	NR	13	9	±20	2.9	±0.4	
Other Race/Ethnicity	22	±14	NR	7	18	NR	5	±23	NR		
Enlisted	10	±4	23	7	44	11	15	±17	2.9	±0.5	
E1 – E4	10	±5	27	3	NR	12	18	±24	2.9	±0.7	
E5 – E9	10	±4	15	16	53	10	6	±19	2.8	±0.3	
Officers	6	±2	31	24	31	3	11	±18	2.4	±0.4	
ANG	9	±2	10	12	52	18	7	±8	3.0	±0.2	
White	8	±2	11	11	55	18	5	±11	3.0	±0.2	
Total Minority	11	±2	10	14	45	19	12	±9	3.1	±0.2	
Black	14	±3	13	14	41	23	9	±14	3.0	±0.3	
Hispanic	10	±4	11	20	43	16	11	±20	3.0	±0.3	
Other Race/Ethnicity	9	±3	4	7	54	16	NR	±17	3.4	±0.5	
Enlisted	9	±2	10	13	52	17	7	±9	3.0	±0.2	
E1 – E4	5	±3	11	3	64	6	16	±23	3.1	±0.5	
E5 – E9	10	±2	10	15	50	19	6	±9	3.0	±0.2	
Officers	7	±3	11	3	54	25	8	±22	3.2	±0.4	
USAFR	11	±2	12	9	49	16	14	±9	3.1	±0.2	
White	10	±3	13	10	52	13	11	±13	3.0	±0.3	
Total Minority	12	±2	9	8	43	22	18	±9	3.3	±0.2	
Black	16	±4	10	8	41	22	19	±11	3.3	±0.3	
Hispanic	10	±4	6	7	51	17	19	±19	3.4	±0.4	
Other Race/Ethnicity	7	±3	14	8	37	32	10	±22	3.2	±0.5	
Enlisted	11	±2	14	9	47	17	13	±9	3.1	±0.3	
E1 – E4	10	±4	12	4	30	28	26	±19	3.5	±0.5	
E5 – E9	11	±3	14	11	53	13	9	±11	2.9	±0.3	
Officers	11	±4	4	11	56	14	15	±21	3.3	±0.4	
USCGR	9	±3	7	8	56	13	15	±14	3.2	±0.3	
White	9	±3	5	10	55	15	15	±18	3.3	±0.4	
Total Minority	8	±4	14	4	59	7	17	±19	3.1	±0.4	
Black	4	±6	NR	NR	NR	NR	NR		NR		
Hispanic	8	±4	NR	3	NR	4	NR	±15	3.3	±0.7	
Other Race/Ethnicity	11	±8	NR	NR	NR	NR	NR		3.0	±0.5	
Enlisted	9	±3	6	9	57	14	15	±16	3.2	±0.4	
E1 – E4	11	±5	3	NR	NR	NR	21	±24	3.4	±0.4	
E5 – E9	9	±4	NR	14	50	18	10	±22	3.1	±0.5	
Officers	7	±3	14	7	NR	8	NR	±20	3.2	±0.6	

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.














































NR: Not reportable

79. Do you know the outcome of your report?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	14	±2	39	±5	
Enlisted	14	±2	41	±5	
E1 – E4	15	±3	42	±10	
E5 – E9	13	±2	40	±5	
Officers	12	±2	28	±8	
O1 – O3	13	±4	23	±14	
O4 – O6	11	±3	35	±11	
Male	13	±2	39	±6	
Female	17	±3	38	±8	
White	12	±2	41	±7	
Total Minority	16	±2	37	±4	
Black	18	±2	37	±6	
Hispanic	14	±2	36	±7	
AIAN	13	±6	48	±19	
Asian	11	±3	24	±8	
NHPI	13	±6	NR		
Two or More Races	19	±7	43	±21	
AGR/FTS/AR	15	±3	43	±8	
Other Selected Reserve	13	±2	39	±5	
Reserve Unit	13	±2	39	±5	
Military Technician	12	±3	35	±11	
IMA	10	±2	31	±8	
Not Activated Past 12 Months	12	±2	36	±6	
Activated Past 12 Months	17	±3	47	±8	
Not Deployed Past 12 Months	13	±2	37	±5	
Deployed Past 12 Months	18	±4	47	±11	
ARNG	15	±3	42	±8	
White	14	±3	46	±12	
Total Minority	17	±3	35	±7	
Black	19	±4	31	±10	
Hispanic	15	±4	40	±12	
Other Race/Ethnicity	16	±7	32	±19	
Enlisted	15	±3	44	±9	
E1 – E4	16	±5	44	±15	
E5 – E9	14	±3	44	±8	
Officers	13	±4	29	±16	
USAR	16	±3	38	±8	
White	14	±4	36	±15	
Total Minority	18	±3	39	±7	
Black	20	±4	42	±9	
Hispanic	17	±4	30	±11	
Other Race/Ethnicity	15	±6	NR		
Enlisted	16	±3	40	±9	
E1 – E4	16	±5	39	±15	
E5 – E9	16	±3	41	±9	
Officers	13	±4	26	±16	

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

79. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
USNR	13	±3	41	±10	
White	11	±4	39	±16	
Total Minority	14	±3	43	±10	
Black	13	±4	39	±13	
Hispanic	14	±4	48	±15	
Other Race/Ethnicity	16	±6	NR		
Enlisted	14	±3	42	±11	
E1 – E4	13	±6	59	±21	
E5 – E9	14	±4	36	±13	
Officers	9	±4	36	±19	
USMCR	10	±3	30	±15	
White	9	±4	26	±23	
Total Minority	13	±5	34	±20	
Black	16	±10	NR		
Hispanic	8	±5	28	±23	
Other Race/Ethnicity	23	±14	18	±24	
Enlisted	11	±4	30	±16	
E1 – E4	11	±5	29	±22	
E5 – E9	10	±4	33	±17	
Officers	6	±2	29	±19	
ANG	9	±2	34	±8	
White	8	±2	34	±11	
Total Minority	11	±2	34	±9	
Black	14	±3	35	±11	
Hispanic	10	±4	31	±18	
Other Race/Ethnicity	10	±4	37	±19	
Enlisted	9	±2	36	±9	
E1 – E4	5	±3	NR		
E5 – E9	10	±2	35	±9	
Officers	8	±3	23	±20	
USAFR	11	±2	33	±8	
White	10	±3	33	±13	
Total Minority	12	±2	33	±8	
Black	16	±4	30	±11	
Hispanic	10	±4	33	±14	
Other Race/Ethnicity	7	±3	51	±17	
Enlisted	11	±2	33	±9	
E1 – E4	10	±4	36	±18	
E5 – E9	11	±3	32	±11	
Officers	11	±4	33	±20	
USCGR	9	±3	27	±14	
White	10	±4	30	±17	
Total Minority	8	±4	19	±16	
Black	4	±6	NR		
Hispanic	8	±4	23	±23	
Other Race/Ethnicity	11	±8	NR		
Enlisted	10	±3	27	±16	
E1 – E4	11	±5	19	±24	
E5 – E9	9	±4	31	±22	
Officers	7	±3	33	±21	

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), and who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

80. Was your report found to be true?

1. Yes





















2. No

3. They were unable to determine whether your report was true or not

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	5	±1	56	8	36	±8	
Enlisted	6	±1	56	8	36	±9	
E1 – E4	6	±2	51	9	40	±18	
E5 – E9	5	±1	60	7	33	±8	
Officers	3	±1	53	11	36	±16	
O1 – O3	3	±2	NR	1	NR	±3	
O4 – O6	4	±2	35	19	47	±21	
Male	5	±1	53	9	38	±9	
Female	6	±2	64	4	31	±15	
White	5	±2	53	8	39	±12	
Total Minority	6	±1	60	8	32	±7	
Black	7	±2	61	8	32	±9	
Hispanic	5	±2	64	9	28	±11	
AIAN	6	±5	NR	2	NR	±10	
Asian	3	±1	60	6	34	±16	
NHPI	6	±5	NR	9	NR	±16	
Two or More Races	8	±5	NR	NR	NR		
AGR/FTS/AR	6	±2	57	8	35	±12	
Other Selected Reserve	5	±1	55	8	37	±9	
Reserve Unit	5	±1	55	8	37	±9	
Military Technician	4	±2	54	NR	32	±23	
IMA	3	±1	60	9	30	±14	
Not Activated Past 12 Months	4	±1	53	9	38	±11	
Activated Past 12 Months	8	±2	60	5	34	±14	
Not Deployed Past 12 Months	5	±1	57	9	34	±9	
Deployed Past 12 Months	8	±3	50	4	45	±18	
ARNG	6	±2	58	7	35	±15	
White	6	±3	55	NR	37	±18	
Total Minority	6	±2	66	6	28	±11	
Black	6	±2	73	5	22	±18	
Hispanic	6	±3	59	8	33	±18	
Other Race/Ethnicity	5	±3	NR	5	NR	±9	
Enlisted	7	±2	58	7	35	±16	
E1 – E4	7	±4	NR	NR	NR		
E5 – E9	6	±2	63	5	32	±12	
Officers	4	±3	NR	NR	NR		
USAR	6	±2	47	11	42	±14	
White	5	±3	39	NR	NR	±23	
Total Minority	7	±2	54	10	36	±14	
Black	8	±3	56	7	37	±14	
Hispanic	5	±2	68	NR	18	±22	
Other Race/Ethnicity	7	±6	NR	NR	NR		
Enlisted	6	±2	47	11	42	±15	
E1 – E4	6	±3	43	NR	NR	±21	
E5 – E9	7	±2	51	12	37	±17	
Officers	3	±3	NR	NR	NR		

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75), and who knew the outcome of their report (Q79). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

80. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
USNR	5	±2	65	6	29	±16	
White	5	±3	NR	4	NR	±13	
Total Minority	6	±2	61	8	31	±17	
Black	5	±3	48	21	31	±25	
Hispanic	6	±4	NR	3	NR	±16	
Other Race/Ethnicity	7	±6	NR	NR	NR		
Enlisted	6	±2	64	5	31	±18	
E1 – E4	8	±5	NR	NR	NR		
E5 – E9	5	±2	64	5	31	±20	
Officers	3	±2	NR	NR	15	±19	
USMCR	3	±2	NR	1	NR	±4	
White	2	±2	NR	NR	NR		
Total Minority	4	±3	NR	3	NR	±8	
Black	10	±10	NR	3	NR	±17	
Hispanic	2	±2	NR	3	NR	±16	
Other Race/Ethnicity	4	±3	NR	NR	NR		
Enlisted	3	±2	NR	1	NR	±4	
E1 – E4	3	±3	NR	NR	NR		
E5 – E9	3	±2	NR	4	NR	±11	
Officers	1	±2	NR	NR	NR		
ANG	3	±1	64	4	32	±14	
White	3	±1	63	2	35	±19	
Total Minority	4	±2	67	9	24	±14	
Black	5	±2	64	14	22	±19	
Hispanic	3	±2	NR	3	NR	±16	
Other Race/Ethnicity	3	±3	NR	7	NR	±18	
Enlisted	3	±1	69	4	27	±15	
E1 – E4	2	±2	NR	NR	NR		
E5 – E9	3	±2	72	5	23	±16	
Officers	2	±2	NR	3	NR	±18	
USAFR	4	±1	58	11	31	±15	
White	3	±2	58	13	29	±24	
Total Minority	4	±2	59	8	33	±13	
Black	5	±2	43	10	47	±20	
Hispanic	3	±2	71	7	22	±20	
Other Race/Ethnicity	4	±2	84	4	12	±22	
Enlisted	4	±2	58	8	34	±16	
E1 – E4	3	±3	NR	NR	15	±23	
E5 – E9	4	±2	55	4	41	±19	
Officers	4	±3	NR	NR	NR		
USCGR	3	±2	84	NR	10	±23	
White	3	±2	NR	NR	NR		
Total Minority	2	±2	NR	NR	NR		
Black	NA		NA	NA	NA		
Hispanic	2	±2	NR	NR	NR		
Other Race/Ethnicity	2	±3	NR	NR	NR		
Enlisted	3	±2	NR	NR	NR		
E1 – E4	2	±3	NR	NR	NR		
E5 – E9	3	±3	NR	NR	NR		
Officers	2	±2	NR	NR	NR		

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75), and who knew the outcome of their report (Q79). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

81. How satisfied were you with the outcome of your report?1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	5	±1	11	10	31	27	21	±8	3.4	±0.2	
Enlisted	6	±1	11	10	32	26	20	±9	3.3	±0.2	
E1 – E4	6	±2	10	8	42	17	24	±16	3.4	±0.4	
E5 – E9	5	±1	13	11	24	35	17	±8	3.3	±0.2	
Officers	3	±1	6	13	22	33	26	±18	3.6	±0.4	
O1 – O3	3	±2	6	1	5	NR	NR	±15	4.1	±0.5	
O4 – O6	4	±2	6	23	37	25	8	±21	3.1	±0.4	
Male	5	±1	9	8	33	27	23	±10	3.5	±0.2	
Female	7	±2	19	15	27	26	13	±16	3.0	±0.4	
White	5	±2	8	12	33	28	19	±13	3.4	±0.3	
Total Minority	6	±1	15	7	29	25	24	±8	3.4	±0.2	
Black	7	±2	15	6	28	30	22	±9	3.4	±0.3	
Hispanic	5	±2	17	4	25	22	31	±12	3.5	±0.4	
AIAN	6	±5	NR	6	NR	3	NR	±13	NR		
Asian	3	±1	9	14	25	31	21	±16	3.4	±0.4	
NHPI	6	±5	NR	NR	22	20	11	±25	NR		
Two or More Races	8	±5	NR	NR	NR	16	12	±19	3.0	±0.5	
AGR/FTS/AR	6	±2	13	6	32	34	15	±13	3.3	±0.3	
Other Selected Reserve	5	±1	11	10	31	26	22	±9	3.4	±0.2	
Reserve Unit	5	±1	11	10	31	26	22	±10	3.4	±0.2	
Military Technician	4	±2	6	3	42	16	34	±23	3.7	±0.5	
IMA	3	±1	19	19	32	17	12	±14	2.8	±0.4	
Not Activated Past 12 Months	4	±1	11	9	33	24	24	±11	3.4	±0.3	
Activated Past 12 Months	8	±2	11	12	29	32	16	±14	3.3	±0.3	
Not Deployed Past 12 Months	5	±1	11	9	31	26	23	±9	3.4	±0.2	
Deployed Past 12 Months	8	±3	11	12	34	28	15	±19	3.2	±0.4	
ARNG	6	±2	9	8	34	28	21	±14	3.5	±0.3	
White	6	±3	7	8	38	28	19	±19	3.4	±0.4	
Total Minority	6	±2	13	6	24	28	28	±13	3.5	±0.4	
Black	6	±3	8	NR	22	41	29	±20	3.8	±0.4	
Hispanic	6	±3	17	5	28	20	30	±22	3.4	±0.6	
Other Race/Ethnicity	5	±3	17	NR	NR	18	19	±25	3.0	±0.6	
Enlisted	7	±2	9	8	36	27	20	±15	3.4	±0.3	
E1 – E4	7	±4	NR	NR	NR	16	20	±25	3.4	±0.5	
E5 – E9	6	±2	12	10	18	39	20	±14	3.4	±0.3	
Officers	4	±3	0	NR	NR	NR	NR	±3	4.0	±0.5	
USAR	6	±2	14	12	27	28	19	±13	3.3	±0.4	
White	5	±3	NR	20	23	NR	NR	±25	3.3	±0.7	
Total Minority	7	±2	19	4	31	25	21	±15	3.3	±0.4	
Black	8	±3	19	8	29	27	18	±15	3.2	±0.4	
Hispanic	5	±2	NR	NR	18	28	34	±20	3.6	±0.7	
Other Race/Ethnicity	7	±6	NR	NR	NR	15	NR	±21	NR		
Enlisted	6	±2	15	12	28	27	18	±14	3.2	±0.4	
E1 – E4	6	±3	19	NR	NR	20	24	±23	3.2	±0.7	
E5 – E9	7	±2	11	10	32	35	11	±18	3.2	±0.4	
Officers	3	±3	8	NR	NR	NR	NR	±21	NR		

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75), and who knew the outcome of their report (Q79). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

81. Continued	Percent Responding	Percentages					Max ME	Average Satisfaction		
		1	2	3	4	5				
USNR	5 ±2	9	8	36	16	31	±17	3.5	±0.4	
White	5 ±3	NR	9	NR	12	NR	±24	3.6	±0.7	
Total Minority	6 ±2	9	7	38	22	24	±21	3.4	±0.3	
Black	5 ±3	12	8	28	35	18	±24	3.4	±0.5	
Hispanic	6 ±4	11	6	NR	12	NR	±19	3.6	±0.6	
Other Race/Ethnicity	7 ±6	5	8	NR	NR	9	±17	3.2	±0.4	
Enlisted	6 ±2	9	5	35	16	34	±19	3.6	±0.5	
E1 – E4	8 ±5	2	3	NR	7	NR	±12	NR		
E5 – E9	5 ±2	13	6	34	20	26	±23	3.4	±0.5	
Officers	3 ±2	3	NR	NR	NR	5	±15	3.0	±0.5	
USMCR	3 ±2	17	6	NR	3	NR	±17	3.2	±0.6	
White	2 ±2	NR	NR	NR	NR	NR		NR		
Total Minority	4 ±3	19	13	NR	7	17	±22	2.9	±0.5	
Black	10 ±10	NR	11	NR	NR	NR	±24	2.9	±0.5	
Hispanic	2 ±2	NR	NR	NR	9	NR	±21	NR		
Other Race/Ethnicity	4 ±3	NR	NR	NR	NR	NR		NR		
Enlisted	3 ±2	16	6	NR	4	NR	±17	3.2	±0.7	
E1 – E4	3 ±3	6	4	NR	NR	NR	±19	NR		
E5 – E9	3 ±2	NR	10	39	4	8	±22	2.3	±0.6	
Officers	2 ±2	NR	NR	NR	NR	NR		NR		
ANG	3 ±1	14	15	22	36	13	±15	3.2	±0.4	
White	3 ±1	16	14	24	36	10	±20	3.1	±0.5	
Total Minority	4 ±2	10	19	17	36	19	±20	3.4	±0.4	
Black	5 ±2	12	8	18	39	24	±21	3.5	±0.5	
Hispanic	3 ±2	14	16	NR	NR	16	±23	3.4	±0.6	
Other Race/Ethnicity	3 ±3	1	NR	NR	18	14	±22	NR		
Enlisted	3 ±1	12	15	22	38	13	±15	3.2	±0.4	
E1 – E4	2 ±2	NR	NR	NR	NR	5	±16	NR		
E5 – E9	3 ±2	12	18	17	39	15	±17	3.3	±0.4	
Officers	2 ±2	NR	NR	NR	NR	9	±23	NR		
USAFR	4 ±1	13	17	24	23	22	±15	3.2	±0.4	
White	3 ±2	10	23	20	29	19	±23	3.2	±0.6	
Total Minority	4 ±2	17	9	31	15	28	±13	3.3	±0.4	
Black	5 ±2	27	10	32	6	25	±22	2.9	±0.6	
Hispanic	3 ±2	11	6	38	19	26	±19	3.4	±0.5	
Other Race/Ethnicity	4 ±2	NR	9	17	NR	NR	±22	4.0	±0.5	
Enlisted	4 ±2	14	16	23	25	22	±17	3.3	±0.5	
E1 – E4	3 ±3	9	NR	14	NR	NR	±24	NR		
E5 – E9	4 ±2	16	18	27	27	13	±21	3.0	±0.5	
Officers	4 ±3	9	NR	NR	NR	NR	±14	NR		
USCGR	3 ±2	NR	NR	NR	NR	27	±23	NR		
White	3 ±2	NR	NR	NR	NR	NR		NR		
Total Minority	2 ±2	NR	NR	NR	NR	NR		NR		
Black	NA	NA	NA	NA	NA	NA		NA		
Hispanic	2 ±2	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	2 ±3	NR	NR	NR	NR	NR		NR		
Enlisted	3 ±2	NR	NR	NR	NR	NR		NR		
E1 – E4	2 ±3	NR	NR	NR	NR	NR		NR		
E5 – E9	3 ±3	NR	NR	NR	NR	NR		NR		
Officers	2 ±2	NR	NR	NR	NR	NR		NR		

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75), and who knew the outcome of their report (Q79). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

82. In response to your report, was official action taken against...**a. You?**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	5	±1	6	87	8	±6	
Enlisted	6	±1	6	87	7	±6	
E1 – E4	6	±2	3	87	10	±13	
E5 – E9	5	±1	9	86	5	±6	
Officers	3	±1	4	87	10	±14	
O1 – O3	3	±2	7	92	1	±22	
O4 – O6	4	±2	1	82	17	±21	
Male	5	±1	5	87	8	±7	
Female	6	±2	9	85	6	±10	
White	5	±2	4	88	8	±9	
Total Minority	6	±1	9	84	7	±6	
Black	6	±2	8	88	4	±7	
Hispanic	5	±2	15	76	9	±12	
AIAN	6	±5	2	NR	NR	±10	
Asian	3	±1	6	74	20	±16	
NHPI	6	±5	7	NR	NR	±20	
Two or More Races	8	±5	2	97	1	±6	
AGR/FTS/AR	6	±2	6	85	9	±11	
Other Selected Reserve	5	±1	6	87	7	±7	
Reserve Unit	5	±1	6	87	7	±7	
Military Technician	4	±2	6	90	4	±12	
IMA	3	±1	6	84	10	±14	
Not Activated Past 12 Months	4	±1	5	90	5	±4	
Activated Past 12 Months	8	±2	7	81	12	±15	
Not Deployed Past 12 Months	5	±1	5	88	6	±4	
Deployed Past 12 Months	8	±3	7	80	NR	±20	
ARNG	6	±2	4	88	8	±12	
White	6	±3	1	90	9	±17	
Total Minority	6	±2	11	82	7	±12	
Black	5	±2	11	88	2	±18	
Hispanic	6	±3	14	75	11	±24	
Other Race/Ethnicity	5	±3	4	90	6	±15	
Enlisted	7	±2	4	88	8	±13	
E1 – E4	7	±4	0	87	12	±23	
E5 – E9	6	±2	8	88	4	±9	
Officers	3	±2	NR	NR	NR		
USAR	6	±2	6	88	6	±8	
White	5	±3	3	89	7	±16	
Total Minority	7	±2	8	86	5	±10	
Black	8	±3	5	91	4	±13	
Hispanic	5	±2	NR	73	6	±24	
Other Race/Ethnicity	7	±6	2	90	8	±19	
Enlisted	6	±2	7	88	6	±9	
E1 – E4	6	±3	5	92	3	±10	
E5 – E9	6	±2	9	83	8	±15	
Officers	3	±3	1	NR	NR	±7	

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75), and who knew the outcome of their report (Q79). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

82a. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
USNR	5	±2	10	82	8	±15	
White	5	±3	NR	81	6	±24	
Total Minority	6	±2	5	84	11	±12	
Black	5	±3	3	80	17	±24	
Hispanic	6	±4	7	87	6	±19	
Other Race/Ethnicity	7	±6	5	NR	13	±24	
Enlisted	6	±2	11	82	7	±17	
E1 – E4	8	±5	1	88	11	±17	
E5 – E9	5	±2	16	79	5	±23	
Officers	3	±2	3	NR	NR	±15	
USMCR	3	±2	9	NR	NR	±13	
White	2	±2	NR	NR	NR		
Total Minority	4	±3	3	83	14	±21	
Black	10	±10	2	98	NR	±13	
Hispanic	2	±2	7	NR	NR	±17	
Other Race/Ethnicity	4	±3	NR	NR	NR		
Enlisted	3	±2	9	NR	NR	±14	
E1 – E4	3	±3	NR	NR	NR		
E5 – E9	3	±2	20	74	NR	±25	
Officers	2	±2	NR	NR	NR		
ANG	3	±1	12	83	5	±13	
White	3	±1	13	82	5	±18	
Total Minority	4	±2	8	84	8	±12	
Black	5	±2	10	82	7	±22	
Hispanic	3	±2	10	90	NR	±19	
Other Race/Ethnicity	3	±3	4	NR	NR	±12	
Enlisted	3	±1	13	83	4	±14	
E1 – E4	2	±2	NR	NR	NR		
E5 – E9	4	±2	9	87	4	±15	
Officers	2	±2	NR	NR	NR		
USAFR	4	±1	6	91	3	±7	
White	3	±2	1	98	0	±4	
Total Minority	4	±2	13	79	7	±13	
Black	5	±2	17	78	NR	±20	
Hispanic	3	±2	13	78	9	±20	
Other Race/Ethnicity	3	±2	4	85	NR	±24	
Enlisted	4	±2	6	90	4	±8	
E1 – E4	3	±3	9	90	2	±22	
E5 – E9	4	±2	5	90	4	±9	
Officers	4	±3	4	94	1	±11	
USCGR	3	±2	3	93	4	±13	
White	3	±2	NR	97	3	±14	
Total Minority	2	±2	NR	NR	NR		
Black	NA		NA	NA	NA		
Hispanic	2	±2	NR	NR	NR		
Other Race/Ethnicity	2	±3	NR	NR	NR		
Enlisted	3	±2	3	97	NR	±15	
E1 – E4	2	±3	NR	NR	NR		
E5 – E9	3	±3	NR	NR	NR		
Officers	2	±2	NR	NR	NR		

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75), and who knew the outcome of their report (Q79). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable











































NA: Not applicable

82. In response to your report, was official action taken against...**b. One or more of the person(s) who bothered you?**

1. Yes































2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	5	±1	14	60	26	±8	
Enlisted	6	±1	14	59	26	±9	
E1 – E4	6	±2	12	55	33	±16	
E5 – E9	5	±1	17	63	20	±8	
Officers	3	±1	8	66	27	±17	
O1 – O3	3	±2	13	NR	NR	±22	
O4 – O6	4	±2	4	70	26	±19	
Male	5	±1	12	58	30	±10	
Female	6	±2	20	67	14	±15	
White	5	±2	11	62	27	±12	
Total Minority	6	±1	18	57	25	±7	
Black	7	±2	20	53	27	±10	
Hispanic	5	±2	21	52	27	±11	
AIAN	6	±5	NR	NR	NR		
Asian	3	±1	11	47	41	±16	
NHPI	6	±5	5	NR	NR	±15	
Two or More Races	8	±5	8	88	4	±19	
AGR/FTS/AR	6	±2	11	64	25	±12	
Other Selected Reserve	5	±1	14	59	26	±9	
Reserve Unit	5	±1	14	59	26	±9	
Military Technician	4	±2	13	54	33	±23	
IMA	3	±1	9	65	26	±14	
Not Activated Past 12 Months	4	±1	11	64	24	±9	
Activated Past 12 Months	8	±2	18	53	29	±14	
Not Deployed Past 12 Months	5	±1	12	62	26	±9	
Deployed Past 12 Months	8	±3	20	53	27	±19	
ARNG	6	±2	15	60	25	±14	
White	6	±3	11	66	23	±19	
Total Minority	6	±2	26	43	30	±12	
Black	6	±3	31	31	38	±19	
Hispanic	6	±3	26	43	31	±20	
Other Race/Ethnicity	5	±3	NR	74	11	±24	
Enlisted	7	±2	15	59	25	±15	
E1 – E4	7	±4	11	NR	NR	±18	
E5 – E9	6	±2	20	60	19	±15	
Officers	4	±3	12	NR	NR	±24	
USAR	6	±2	10	59	31	±14	
White	5	±3	3	NR	NR	±14	
Total Minority	7	±2	16	62	22	±12	
Black	8	±3	17	59	23	±15	
Hispanic	5	±2	18	58	24	±20	
Other Race/Ethnicity	7	±6	NR	NR	14	±21	
Enlisted	6	±2	11	59	30	±15	
E1 – E4	6	±3	13	NR	NR	±13	
E5 – E9	7	±2	8	69	22	±14	
Officers	3	±3	2	NR	NR	±10	

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75), and who knew the outcome of their report (Q79). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable















































82b. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
USNR	5	±2	21	58	21	±17	
White	5	±3	NR	NR	22	±24	
Total Minority	6	±2	10	71	20	±14	
Black	5	±3	9	73	18	±22	
Hispanic	6	±4	16	64	20	±23	
Other Race/Ethnicity	7	±6	1	NR	NR	±6	
Enlisted	6	±2	23	57	19	±19	
E1 – E4	8	±5	NR	NR	NR		
E5 – E9	5	±2	24	56	20	±23	
Officers	3	±2	3	NR	NR	±17	
USMCR	3	±2	6	NR	NR	±10	
White	2	±2	NR	NR	NR		
Total Minority	4	±3	7	NR	NR	±11	
Black	10	±10	1	NR	NR	±7	
Hispanic	2	±2	18	NR	NR	±24	
Other Race/Ethnicity	4	±3	NR	NR	NR		
Enlisted	3	±2	6	NR	NR	±11	
E1 – E4	3	±3	NR	NR	NR		
E5 – E9	3	±2	11	59	30	±24	
Officers	2	±2	NR	NR	NR		
ANG	3	±1	20	63	17	±14	
White	3	±1	24	62	14	±19	
Total Minority	4	±2	11	65	24	±14	
Black	5	±2	16	58	26	±20	
Hispanic	3	±2	11	NR	NR	±20	
Other Race/Ethnicity	3	±3	2	NR	NR	±13	
Enlisted	3	±1	20	64	16	±16	
E1 – E4	2	±2	7	NR	NR	±22	
E5 – E9	3	±2	22	64	14	±18	
Officers	2	±2	NR	NR	NR		
USAFR	3	±1	9	71	20	±14	
White	3	±2	11	71	18	±22	
Total Minority	4	±2	4	72	23	±13	
Black	5	±2	4	77	19	±20	
Hispanic	3	±2	3	75	22	±19	
Other Race/Ethnicity	4	±2	8	NR	NR	±18	
Enlisted	3	±2	10	66	24	±16	
E1 – E4	3	±2	NR	NR	NR		
E5 – E9	4	±2	8	71	21	±18	
Officers	4	±3	3	90	7	±13	
USCGR	3	±2	NR	NR	8	±14	
White	3	±2	NR	NR	3	±14	
Total Minority	2	±2	NR	NR	NR		
Black	NA		NA	NA	NA		
Hispanic	2	±2	NR	NR	NR		
Other Race/Ethnicity	2	±3	NR	NR	NR		
Enlisted	3	±2	NR	NR	6	±15	
E1 – E4	2	±3	NR	NR	NR		
E5 – E9	3	±3	NR	NR	NR		
Officers	2	±2	NR	NR	NR		

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), who reported the situation to a National Guard/Reserve/DoD/DHS individual or organization (Q75), and who knew the outcome of their report (Q79). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.


















































NR: Not reportable

NA: Not applicable

83. Was the situation corrected?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	45	±2	54	±3	
Enlisted	46	±2	55	±3	
E1 – E4	46	±4	55	±6	
E5 – E9	47	±2	56	±3	
Officers	41	±3	43	±5	
O1 – O3	45	±5	47	±8	
O4 – O6	37	±4	37	±6	
Male	45	±2	55	±3	
Female	46	±4	49	±5	
White	43	±3	52	±4	
Total Minority	50	±2	56	±3	
Black	52	±3	57	±4	
Hispanic	48	±3	58	±5	
AIAN	57	±12	48	±19	
Asian	49	±4	53	±5	
NHPI	34	±10	45	±11	
Two or More Races	56	±8	45	±11	
AGR/FTS/AR	47	±4	56	±5	
Other Selected Reserve	45	±2	53	±3	
Reserve Unit	45	±2	54	±3	
Military Technician	41	±4	58	±6	
IMA	36	±3	44	±5	
Not Activated Past 12 Months	43	±2	55	±3	
Activated Past 12 Months	52	±4	51	±5	
Not Deployed Past 12 Months	44	±2	55	±3	
Deployed Past 12 Months	55	±5	48	±6	
ARNG	48	±3	54	±5	
White	46	±4	54	±6	
Total Minority	53	±4	54	±5	
Black	54	±5	55	±7	
Hispanic	51	±7	56	±10	
Other Race/Ethnicity	54	±8	49	±10	
Enlisted	49	±4	55	±5	
E1 – E4	48	±6	51	±9	
E5 – E9	50	±4	59	±5	
Officers	45	±6	45	±9	
USAR	52	±4	52	±5	
White	51	±6	48	±8	
Total Minority	53	±3	56	±5	
Black	54	±5	57	±6	
Hispanic	50	±5	59	±7	
Other Race/Ethnicity	58	±8	47	±12	
Enlisted	53	±4	54	±5	
E1 – E4	51	±6	56	±9	
E5 – E9	55	±4	52	±6	
Officers	48	±6	40	±9	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

83. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
USNR	43	±4	62	±5	
White	37	±5	64	±9	
Total Minority	51	±4	59	±5	
Black	49	±5	66	±7	
Hispanic	50	±6	61	±9	
Other Race/Ethnicity	54	±6	47	±10	
Enlisted	46	±4	64	±6	
E1 – E4	45	±8	69	±11	
E5 – E9	46	±5	63	±7	
Officers	32	±6	51	±10	
USMCR	43	±5	56	±8	
White	41	±7	49	±11	
Total Minority	46	±6	67	±8	
Black	51	±10	75	±11	
Hispanic	42	±9	69	±12	
Other Race/Ethnicity	48	±13	51	±19	
Enlisted	43	±6	56	±9	
E1 – E4	42	±8	54	±11	
E5 – E9	46	±6	63	±9	
Officers	34	±5	47	±8	
ANG	33	±3	52	±5	
White	32	±3	52	±6	
Total Minority	38	±3	53	±5	
Black	41	±5	55	±7	
Hispanic	40	±6	54	±9	
Other Race/Ethnicity	33	±6	50	±9	
Enlisted	34	±3	54	±5	
E1 – E4	27	±6	65	±11	
E5 – E9	36	±3	51	±5	
Officers	30	±6	36	±10	
USAFR	35	±3	53	±5	
White	32	±4	52	±7	
Total Minority	39	±4	54	±5	
Black	43	±5	55	±7	
Hispanic	37	±6	58	±10	
Other Race/Ethnicity	36	±6	50	±11	
Enlisted	35	±3	56	±6	
E1 – E4	30	±5	72	±10	
E5 – E9	37	±4	51	±6	
Officers	34	±6	41	±11	
USCGR	35	±4	61	±7	
White	34	±5	62	±9	
Total Minority	38	±7	58	±11	
Black	34	±16	NR		
Hispanic	36	±8	56	±13	
Other Race/Ethnicity	43	±13	69	±20	
Enlisted	35	±5	66	±8	
E1 – E4	40	±8	67	±13	
E5 – E9	33	±6	65	±10	
Officers	32	±6	33	±10	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

84. As a result of the situation, did you experience any...**a. Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)?**

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	45	±2	10	73	17	±3	
Enlisted	46	±2	10	73	17	±3	
E1 – E4	46	±4	11	71	18	±5	
E5 – E9	47	±2	9	75	16	±3	
Officers	41	±3	11	72	17	±5	
O1 – O3	45	±5	9	76	15	±7	
O4 – O6	37	±4	13	69	18	±6	
Male	45	±2	10	74	16	±3	
Female	46	±4	13	69	19	±5	
White	43	±3	8	75	17	±4	
Total Minority	51	±2	13	71	16	±3	
Black	52	±3	14	72	14	±4	
Hispanic	48	±3	12	69	19	±5	
AIAN	57	±12	5	80	15	±11	
Asian	49	±4	9	67	23	±5	
NHPI	36	±10	11	67	22	±11	
Two or More Races	56	±8	17	73	10	±11	
AGR/FTS/AR	47	±4	11	71	17	±5	
Other Selected Reserve	45	±2	10	73	17	±3	
Reserve Unit	45	±2	10	73	17	±3	
Military Technician	41	±4	11	71	18	±6	
IMA	36	±3	8	75	17	±4	
Not Activated Past 12 Months	43	±2	9	74	17	±3	
Activated Past 12 Months	52	±4	12	71	17	±5	
Not Deployed Past 12 Months	44	±2	10	74	17	±3	
Deployed Past 12 Months	55	±5	13	70	17	±6	
ARNG	48	±3	10	74	16	±4	
White	46	±4	9	75	16	±6	
Total Minority	54	±4	14	71	16	±5	
Black	56	±5	16	71	13	±7	
Hispanic	52	±7	12	70	18	±8	
Other Race/Ethnicity	54	±8	10	72	17	±9	
Enlisted	49	±4	11	74	16	±5	
E1 – E4	47	±6	11	70	19	±9	
E5 – E9	50	±4	10	77	13	±4	
Officers	44	±6	10	74	16	±8	
USAR	52	±4	11	73	17	±4	
White	50	±6	8	74	18	±7	
Total Minority	53	±3	13	71	15	±4	
Black	54	±5	12	72	15	±6	
Hispanic	50	±5	14	68	17	±7	
Other Race/Ethnicity	58	±8	15	72	13	±13	
Enlisted	53	±4	10	73	17	±5	
E1 – E4	51	±6	11	70	18	±8	
E5 – E9	55	±4	9	76	15	±5	
Officers	48	±6	14	69	17	±9	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

84a. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
USNR	43	±4	7	74	18	±5	
White	38	±5	4	77	19	±8	
Total Minority	51	±4	11	72	18	±5	
Black	49	±5	9	77	14	±7	
Hispanic	50	±6	10	70	19	±10	
Other Race/Ethnicity	54	±6	14	67	19	±9	
Enlisted	46	±4	7	74	19	±6	
E1 – E4	46	±8	7	72	21	±11	
E5 – E9	46	±5	7	75	18	±7	
Officers	33	±6	8	75	17	±9	
USMCR	43	±5	9	78	14	±7	
White	41	±7	8	83	9	±10	
Total Minority	47	±6	9	69	22	±10	
Black	56	±10	7	78	15	±12	
Hispanic	43	±9	7	65	28	±16	
Other Race/Ethnicity	49	±13	NR	68	16	±22	
Enlisted	44	±6	9	77	14	±7	
E1 – E4	43	±8	8	76	15	±10	
E5 – E9	46	±6	9	79	12	±7	
Officers	34	±5	8	81	11	±7	
ANG	34	±3	9	70	21	±4	
White	32	±3	7	71	22	±5	
Total Minority	39	±3	12	69	19	±5	
Black	42	±5	12	74	14	±6	
Hispanic	40	±6	14	64	22	±10	
Other Race/Ethnicity	34	±6	10	68	22	±9	
Enlisted	34	±3	8	72	21	±5	
E1 – E4	26	±6	5	79	17	±10	
E5 – E9	37	±3	9	70	21	±5	
Officers	31	±6	14	63	23	±11	
USAFR	35	±3	11	71	18	±5	
White	32	±4	12	69	18	±7	
Total Minority	39	±4	10	72	17	±5	
Black	43	±5	15	73	12	±7	
Hispanic	36	±6	6	73	21	±10	
Other Race/Ethnicity	35	±6	6	70	24	±10	
Enlisted	35	±3	12	69	19	±5	
E1 – E4	30	±5	8	78	14	±10	
E5 – E9	36	±4	13	66	20	±6	
Officers	34	±6	9	76	15	±10	
USCGR	35	±4	4	81	15	±6	
White	34	±5	5	81	14	±8	
Total Minority	38	±7	3	79	18	±11	
Black	36	±16	4	NR	NR	±18	
Hispanic	37	±8	3	85	12	±11	
Other Race/Ethnicity	42	±13	3	87	NR	±23	
Enlisted	35	±5	3	82	15	±7	
E1 – E4	39	±8	5	80	15	±12	
E5 – E9	33	±6	2	83	15	±10	
Officers	32	±6	10	72	18	±10	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

84. As a result of the situation, did you experience any...

b. Social retaliation (for example, ignored by coworkers, being blamed for the situation)?

















































1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	45	±2	10	76	14	±3	
Enlisted	46	±2	10	76	14	±3	
E1 – E4	45	±4	9	75	17	±5	
E5 – E9	47	±2	11	77	12	±3	
Officers	41	±3	9	77	14	±4	
O1 – O3	45	±5	7	80	13	±7	
O4 – O6	37	±4	11	74	15	±6	
Male	45	±2	9	77	14	±3	
Female	46	±4	15	71	14	±5	
White	43	±3	9	77	14	±4	
Total Minority	50	±2	11	74	15	±3	
Black	52	±3	11	77	12	±3	
Hispanic	48	±3	11	73	16	±4	
AIAN	57	±12	9	78	12	±13	
Asian	49	±4	10	69	21	±5	
NHPI	35	±10	9	67	24	±14	
Two or More Races	56	±8	12	76	11	±12	
AGR/FTS/AR	47	±4	10	75	15	±4	
Other Selected Reserve	45	±2	10	76	14	±3	
Reserve Unit	45	±2	10	76	14	±3	
Military Technician	41	±4	11	73	16	±5	
IMA	36	±3	9	79	12	±4	
Not Activated Past 12 Months	43	±2	9	76	15	±3	
Activated Past 12 Months	52	±4	12	75	13	±4	
Not Deployed Past 12 Months	44	±2	9	77	15	±3	
Deployed Past 12 Months	55	±5	14	73	12	±6	
ARNG	48	±3	10	76	14	±4	
White	45	±4	9	77	14	±6	
Total Minority	54	±4	13	74	14	±5	
Black	55	±5	13	76	11	±6	
Hispanic	52	±7	11	73	16	±8	
Other Race/Ethnicity	54	±8	15	70	15	±13	
Enlisted	48	±4	10	76	14	±5	
E1 – E4	47	±6	9	73	17	±9	
E5 – E9	50	±4	12	78	10	±4	
Officers	45	±6	10	75	14	±8	
USAR	52	±4	10	77	13	±4	
White	51	±6	10	77	12	±7	
Total Minority	53	±3	10	76	14	±4	
Black	54	±5	10	77	13	±5	
Hispanic	50	±5	13	74	13	±6	
Other Race/Ethnicity	58	±8	8	78	15	±11	
Enlisted	53	±4	10	77	13	±5	
E1 – E4	51	±6	10	75	15	±8	
E5 – E9	55	±4	11	79	11	±5	
Officers	48	±6	10	76	14	±8	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

84b. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
USNR	43	±4	8	76	17	±5	
White	38	±5	5	78	17	±8	
Total Minority	51	±4	11	72	17	±5	
Black	49	±5	8	77	15	±7	
Hispanic	50	±6	15	70	15	±11	
Other Race/Ethnicity	54	±6	10	70	21	±9	
Enlisted	46	±4	8	74	17	±6	
E1 – E4	46	±8	6	69	24	±11	
E5 – E9	46	±5	9	76	15	±7	
Officers	33	±6	4	83	13	±8	
USMCR	43	±5	8	77	14	±7	
White	41	±7	9	79	12	±10	
Total Minority	47	±6	8	74	18	±9	
Black	56	±10	7	77	16	±12	
Hispanic	43	±9	8	70	22	±15	
Other Race/Ethnicity	49	±13	9	79	13	±13	
Enlisted	44	±6	9	77	15	±7	
E1 – E4	43	±8	7	76	16	±10	
E5 – E9	46	±6	12	77	11	±7	
Officers	34	±5	5	84	11	±6	
ANG	34	±3	10	74	16	±4	
White	32	±3	9	75	15	±5	
Total Minority	39	±3	10	71	19	±5	
Black	41	±5	12	75	13	±6	
Hispanic	40	±6	7	68	25	±10	
Other Race/Ethnicity	34	±6	12	70	17	±9	
Enlisted	34	±3	10	74	16	±4	
E1 – E4	27	±6	3	84	13	±9	
E5 – E9	37	±3	11	72	17	±5	
Officers	30	±6	10	72	18	±10	
USAFR	35	±3	8	75	17	±5	
White	32	±4	6	76	18	±7	
Total Minority	40	±4	10	74	15	±5	
Black	44	±5	12	78	10	±7	
Hispanic	36	±6	9	70	20	±11	
Other Race/Ethnicity	35	±6	6	73	21	±10	
Enlisted	35	±3	9	74	17	±5	
E1 – E4	30	±5	5	80	15	±9	
E5 – E9	37	±4	10	72	18	±6	
Officers	34	±6	6	80	15	±10	
USCGR	35	±4	6	81	14	±7	
White	34	±5	3	83	15	±8	
Total Minority	37	±7	12	75	13	±12	
Black	36	±16	NR	NR	NR		
Hispanic	37	±8	6	84	10	±11	
Other Race/Ethnicity	38	±12	NR	NR	NR		
Enlisted	35	±5	6	80	15	±8	
E1 – E4	39	±8	7	77	15	±13	
E5 – E9	33	±6	4	81	15	±10	
Officers	32	±6	5	86	9	±9	

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

84. What types of retaliation did you experience as a result of the situation? Constructed from Q84.

1. Professional retaliation only 2. Both professional and social retaliation 3. Social retaliation only
 4. Neither professional nor social retaliation

	Percent Responding		Percentages				Max ME
			1	2	3	4	
TOTAL DOD	46	±2	5	5	5	85	±2
Enlisted	46	±2	5	5	5	85	±2
E1 – E4	46	±4	5	5	3	86	±4
E5 – E9	47	±2	4	5	6	85	±2
Officers	41	±3	7	4	5	84	±4
O1 – O3	45	±5	7	2	5	86	±7
O4 – O6	37	±4	6	7	3	83	±5
Male	45	±2	5	4	4	86	±2
Female	46	±4	4	8	6	81	±4
White	43	±3	4	4	5	87	±3
Total Minority	51	±2	6	7	5	83	±2
Black	52	±3	6	8	3	83	±3
Hispanic	49	±3	6	6	5	83	±3
AIAN	57	±12	2	3	6	89	±14
Asian	49	±4	4	6	4	86	±4
NHPI	36	±10	6	4	4	85	±8
Two or More Races	56	±8	14	4	9	74	±14
AGR/FTS/AR	47	±4	6	6	4	84	±4
Other Selected Reserve	45	±2	5	5	5	85	±2
Reserve Unit	45	±2	5	5	5	85	±2
Military Technician	41	±4	6	4	6	83	±6
IMA	36	±3	5	3	5	86	±3
Not Activated Past 12 Months	43	±2	5	5	4	86	±2
Activated Past 12 Months	52	±4	5	6	6	83	±4
Not Deployed Past 12 Months	44	±2	5	5	4	86	±2
Deployed Past 12 Months	55	±5	5	7	7	80	±5
ARNG	48	±3	5	5	5	84	±4
White	46	±4	5	4	6	86	±5
Total Minority	54	±4	5	8	4	82	±4
Black	56	±5	5	11	2	82	±6
Hispanic	52	±7	6	7	4	84	±6
Other Race/Ethnicity	54	±8	5	5	10	79	±15
Enlisted	49	±4	5	6	5	85	±4
E1 – E4	47	±6	6	5	4	85	±7
E5 – E9	50	±4	4	6	6	84	±4
Officers	45	±6	7	3	7	83	±8
USAR	52	±4	5	5	5	85	±4
White	51	±6	3	5	5	87	±6
Total Minority	54	±3	8	5	5	82	±4
Black	54	±5	7	5	4	83	±5
Hispanic	50	±5	7	7	5	80	±6
Other Race/Ethnicity	58	±8	11	3	4	81	±14
Enlisted	53	±4	5	5	5	85	±4
E1 – E4	51	±6	6	5	4	85	±7
E5 – E9	55	±4	4	4	6	85	±4
Officers	48	±6	7	7	3	83	±8

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination. Reserve component members who indicated that they did not experience or did not know if they experienced professional and social retaliation are included in the "Neither professional nor social retaliation" category.

84. Continued	Percent Responding		Percentages				Max ME
			1	2	3	4	
USNR	43	±4	2	5	3	90	±4
White	38	±5	1	3	2	94	±5
Total Minority	51	±4	4	7	4	85	±5
Black	50	±5	3	6	2	89	±6
Hispanic	50	±6	2	8	7	83	±10
Other Race/Ethnicity	55	±6	7	7	2	84	±9
Enlisted	46	±4	2	5	3	90	±4
E1 – E4	46	±8	3	4	2	91	±5
E5 – E9	46	±5	2	5	4	89	±5
Officers	33	±6	5	3	1	91	±7
USMCR	43	±5	3	6	3	89	±5
White	41	±7	1	7	1	90	±8
Total Minority	47	±6	5	3	5	87	±8
Black	56	±10	4	3	4	89	±9
Hispanic	43	±9	4	3	5	88	±6
Other Race/Ethnicity	49	±13	NR	4	5	NR	±9
Enlisted	44	±6	3	6	3	89	±6
E1 – E4	43	±8	2	6	1	90	±8
E5 – E9	46	±6	4	5	6	85	±6
Officers	34	±5	3	4	1	92	±5
ANG	34	±3	4	5	5	87	±3
White	32	±3	3	4	5	88	±4
Total Minority	39	±3	7	5	5	83	±5
Black	42	±5	5	7	4	83	±6
Hispanic	41	±6	10	3	4	82	±9
Other Race/Ethnicity	34	±6	5	5	7	83	±9
Enlisted	34	±3	4	4	5	87	±4
E1 – E4	27	±6	3	2	1	94	±8
E5 – E9	37	±3	4	5	6	85	±4
Officers	31	±6	6	8	2	84	±9
USAFR	35	±3	7	4	4	85	±4
White	32	±4	9	3	3	85	±6
Total Minority	40	±4	5	5	6	84	±5
Black	44	±5	7	7	5	80	±7
Hispanic	37	±6	3	3	7	87	±12
Other Race/Ethnicity	36	±6	4	2	4	90	±6
Enlisted	35	±3	7	5	4	84	±5
E1 – E4	30	±5	5	3	1	91	±8
E5 – E9	37	±4	8	5	5	82	±6
Officers	34	±6	8	1	4	87	±8
USCGR	35	±4	3	1	4	92	±5
White	34	±5	4	1	2	93	±5
Total Minority	38	±7	1	2	10	87	±11
Black	36	±16	NR	4	NR	NR	±18
Hispanic	37	±8	2	1	4	93	±7
Other Race/Ethnicity	42	±13	1	2	NR	84	±24
Enlisted	35	±5	2	1	5	92	±6
E1 – E4	39	±8	3	2	5	90	±10
E5 – E9	33	±6	2	0	4	94	±9
Officers	32	±6	8	2	3	87	±8

Note. Percent responding are Reserve component members who answered the question and who experienced potential race/ethnicity-related behaviors (Q61/Q64). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination. Reserve component members who indicated that they did not experience or did not know if they experienced professional and social retaliation are included in the "Neither professional nor social retaliation" category.

NR: Not reportable

85. What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? {Subitems a-g}

- a. You thought it was not important enough to report. b. You did not know how to report. c. You felt uncomfortable making the report.
- d. You took care of the problem yourself. e. You did not think anything would be done. f. You thought you would not be believed.
- g. You thought reporting would take too much time and effort.

	Percent Responding		Percentages							Max ME
			a	b	c	d	e	f	g	
TOTAL DOD	30	±2	56	16	23	40	33	15	22	±3
Enlisted	31	±2	57	16	22	41	32	15	22	±4
E1 – E4	30	±3	60	19	24	39	33	16	26	±7
E5 – E9	32	±2	54	13	21	42	31	14	19	±4
Officers	28	±3	54	15	27	39	40	16	22	±6
O1 – O3	31	±5	54	14	19	42	36	13	25	±9
O4 – O6	25	±3	53	14	29	36	43	19	18	±7
Male	31	±2	56	15	22	40	32	14	22	±4
Female	28	±3	56	19	28	45	40	19	21	±7
White	29	±2	58	15	22	38	33	14	21	±5
Total Minority	33	±2	54	17	26	44	34	18	25	±4
Black	32	±3	52	16	22	45	33	16	22	±5
Hispanic	33	±3	56	16	26	48	31	18	23	±7
AIAN	43	±14	33	NR	NR	27	NR	11	24	±20
Asian	37	±4	58	17	31	44	33	21	31	±7
NHPI	23	±8	42	13	24	43	26	13	26	±13
Two or More Races	35	±8	59	20	35	26	49	24	39	±15
AGR/FTS/AR	30	±4	57	15	22	43	31	12	18	±8
Other Selected Reserve	30	±2	56	16	23	40	34	15	23	±4
Reserve Unit	31	±2	56	16	23	40	34	15	23	±4
Military Technician	27	±4	53	13	22	45	32	15	20	±7
IMA	25	±3	53	13	23	38	35	13	22	±5
Not Activated Past 12 Months	29	±2	58	16	23	41	32	15	23	±4
Activated Past 12 Months	33	±3	52	14	24	40	36	15	21	±6
Not Deployed Past 12 Months	30	±2	58	16	23	41	32	15	22	±4
Deployed Past 12 Months	34	±5	46	13	24	38	40	17	23	±8
ARNG	31	±3	58	18	26	41	36	16	25	±6
White	30	±4	59	17	26	39	36	15	25	±8
Total Minority	35	±4	55	18	24	46	36	18	26	±7
Black	34	±5	57	20	24	46	36	16	26	±9
Hispanic	36	±7	51	15	25	49	34	20	22	±12
Other Race/Ethnicity	37	±7	57	22	24	40	39	17	33	±11
Enlisted	32	±4	59	18	26	41	35	17	25	±6
E1 – E4	29	±6	62	22	32	40	40	19	33	±11
E5 – E9	35	±4	56	15	21	42	32	14	19	±6
Officers	29	±5	50	12	23	40	42	15	24	±11
USAR	35	±3	55	16	22	43	35	16	22	±6
White	35	±5	57	16	18	42	35	13	18	±9
Total Minority	34	±3	51	18	28	45	35	19	27	±6
Black	33	±4	46	14	19	46	32	19	21	±8
Hispanic	32	±5	61	21	27	56	33	16	27	±8
Other Race/Ethnicity	41	±9	48	19	43	27	43	24	37	±16
Enlisted	35	±4	54	16	20	44	33	15	22	±7
E1 – E4	34	±6	58	17	18	41	31	11	21	±11
E5 – E9	36	±4	50	14	22	47	36	19	23	±7
Officers	33	±6	57	20	33	40	44	21	22	±11

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), and who did not report the situation to any National Guard/Reserve/DoD/DHS individuals or organizations (Q75). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

85. Continued	Percent Responding		Percentages							Max ME
			a	b	c	d	e	f	g	
USNR	29	±3	58	12	18	40	22	10	16	±6
White	25	±5	64	10	12	39	20	7	13	±11
Total Minority	35	±4	52	14	25	40	25	14	19	±6
Black	35	±5	48	10	16	39	25	10	10	±8
Hispanic	35	±6	50	10	26	42	17	10	17	±11
Other Race/Ethnicity	37	±6	61	24	34	40	35	24	32	±12
Enlisted	31	±4	58	13	18	40	20	10	15	±7
E1 – E4	31	±7	51	23	19	31	21	16	12	±14
E5 – E9	31	±5	61	9	17	43	19	8	16	±9
Officers	24	±5	59	7	20	39	34	11	18	±11
USMCR	32	±5	62	12	17	34	22	15	21	±9
White	31	±7	60	12	16	33	25	18	24	±13
Total Minority	34	±6	64	11	18	36	17	10	17	±9
Black	40	±10	62	13	14	35	17	9	14	±16
Hispanic	34	±8	65	7	16	38	15	8	16	±14
Other Race/Ethnicity	26	±8	66	23	30	32	26	18	22	±14
Enlisted	33	±5	63	12	17	34	22	16	22	±9
E1 – E4	32	±7	66	13	20	32	25	19	25	±13
E5 – E9	35	±6	54	10	12	39	15	10	14	±11
Officers	27	±4	52	6	11	40	24	6	12	±9
ANG	23	±2	54	12	21	36	31	14	18	±5
White	22	±3	53	11	19	33	29	12	15	±7
Total Minority	27	±3	56	14	27	44	37	19	25	±6
Black	26	±4	52	16	27	48	36	15	22	±8
Hispanic	30	±6	63	11	29	45	37	23	27	±12
Other Race/Ethnicity	24	±5	50	13	24	39	36	18	27	±10
Enlisted	24	±3	53	10	20	36	31	13	18	±6
E1 – E4	21	±5	59	9	13	37	17	9	15	±13
E5 – E9	25	±3	52	11	23	35	34	14	19	±6
Officers	22	±5	58	22	26	37	36	18	18	±13
USAFR	23	±3	52	13	22	37	30	12	18	±6
White	21	±4	49	9	17	37	26	10	14	±9
Total Minority	26	±3	56	19	29	38	37	16	23	±7
Black	27	±4	49	21	28	40	36	13	18	±9
Hispanic	25	±6	64	21	30	38	40	19	29	±15
Other Race/Ethnicity	28	±6	59	13	27	36	33	16	25	±14
Enlisted	23	±3	53	13	21	38	29	12	17	±7
E1 – E4	20	±5	62	21	17	34	26	12	21	±13
E5 – E9	24	±4	50	11	22	40	30	12	16	±8
Officers	22	±5	47	13	26	34	34	14	19	±13
USCGR	24	±4	49	11	17	41	24	8	19	±9
White	23	±5	49	11	15	39	21	5	18	±11
Total Minority	29	±6	48	12	23	46	29	16	22	±13
Black	32	±15	NR	NR	NR	NR	NR	20	NR	±25
Hispanic	26	±8	50	19	30	46	31	21	27	±16
Other Race/Ethnicity	31	±13	NR	2	10	NR	10	5	NR	±13
Enlisted	24	±4	48	12	15	43	20	7	18	±10
E1 – E4	27	±8	32	20	22	29	23	3	22	±16
E5 – E9	23	±5	59	6	10	52	18	9	15	±12
Officers	23	±5	54	8	31	33	42	14	26	±12

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), and who did not report the situation to any National Guard/Reserve/DoD/DHS individuals or organizations (Q75). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

85. What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? {Subitems h-n}

- h. You thought you would be labeled a troublemaker.
 k. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.
 n. Situation only involved civilian(s) off an installation.
- i. You thought it would make your work situation unpleasant.
 l. You were afraid of retaliation/reprisals from your chain of command.
- j. You thought your performance evaluation or chance for promotion would suffer.
 m. You did not know the identity of the person(s) who did it.

	Percent Responding		Percentages							Max ME
			h	i	j	k	l	m	n	
TOTAL DOD	30	±2	25	30	23	19	19	7	5	±3
Enlisted	31	±2	24	30	22	19	18	7	5	±4
E1 – E4	30	±3	25	31	21	20	18	7	5	±6
E5 – E9	32	±2	23	29	22	17	17	7	5	±3
Officers	28	±3	29	34	28	24	23	7	6	±6
O1 – O3	31	±5	30	31	24	23	22	5	8	±9
O4 – O6	25	±3	27	34	31	23	24	8	4	±7
Male	31	±2	24	29	21	18	17	7	5	±3
Female	28	±3	29	39	28	25	25	7	5	±7
White	29	±2	24	29	23	19	18	5	4	±4
Total Minority	33	±2	25	33	22	21	19	11	7	±4
Black	32	±3	19	28	20	15	15	10	6	±4
Hispanic	33	±3	28	35	24	22	22	12	8	±6
AIAN	43	±14	18	NR	12	NR	13	8	5	±14
Asian	37	±4	30	35	25	25	24	14	10	±6
NHPI	23	±8	24	34	23	22	21	10	10	±13
Two or More Races	35	±8	39	47	31	31	25	7	7	±15
AGR/FTS/AR	30	±4	20	31	22	19	16	6	4	±7
Other Selected Reserve	30	±2	25	30	23	19	19	7	5	±3
Reserve Unit	31	±2	25	30	23	19	19	7	5	±3
Military Technician	27	±4	25	30	23	18	19	8	4	±7
IMA	25	±3	24	28	22	15	18	9	6	±5
Not Activated Past 12 Months	29	±2	24	30	22	19	18	8	6	±4
Activated Past 12 Months	33	±3	27	32	24	21	20	6	4	±6
Not Deployed Past 12 Months	30	±2	24	30	22	18	18	7	6	±3
Deployed Past 12 Months	34	±5	29	34	26	24	21	7	4	±8
ARNG	31	±3	30	34	25	22	23	7	5	±6
White	30	±4	31	33	26	23	24	5	4	±8
Total Minority	35	±4	26	34	24	22	22	12	6	±6
Black	34	±5	20	30	21	17	16	13	4	±8
Hispanic	36	±7	31	38	25	24	26	11	5	±13
Other Race/Ethnicity	37	±7	30	35	30	24	26	11	12	±11
Enlisted	32	±4	30	33	25	22	23	7	5	±6
E1 – E4	29	±6	34	37	26	26	27	9	4	±11
E5 – E9	35	±4	26	30	24	19	19	6	5	±6
Officers	29	±5	31	36	30	24	25	8	5	±11
USAR	35	±3	21	29	21	19	15	7	6	±6
White	35	±5	19	27	22	17	13	3	5	±8
Total Minority	34	±3	25	33	20	21	17	11	8	±6
Black	33	±4	18	26	19	15	15	8	7	±7
Hispanic	32	±5	26	31	22	19	19	16	11	±8
Other Race/Ethnicity	41	±9	34	47	18	33	20	10	4	±16
Enlisted	35	±4	19	27	19	16	13	7	6	±6
E1 – E4	34	±6	17	27	17	16	10	6	7	±10
E5 – E9	36	±4	20	28	21	17	16	8	6	±7
Officers	33	±6	34	38	30	30	25	5	6	±11

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), and who did not report the situation to any National Guard/Reserve/DoD/DHS individuals or organizations (Q75). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

85. Continued	Percent Responding		Percentages							Max ME
			h	i	j	k	l	m	n	
USNR	29	±3	15	21	17	12	11	8	5	±5
White	25	±5	9	15	12	8	9	5	3	±9
Total Minority	35	±4	20	27	23	17	14	12	7	±6
Black	35	±5	12	20	15	8	12	8	5	±7
Hispanic	35	±6	20	25	22	16	11	16	8	±13
Other Race/Ethnicity	37	±6	31	39	36	31	20	11	9	±12
Enlisted	31	±4	14	20	16	12	11	9	5	±6
E1 – E4	31	±7	13	18	16	11	12	9	6	±16
E5 – E9	31	±5	14	21	16	12	11	9	5	±7
Officers	24	±5	16	24	21	14	11	5	3	±10
USMCR	32	±5	19	25	20	16	13	6	6	±9
White	31	±7	19	26	23	16	14	5	5	±13
Total Minority	34	±6	18	24	13	15	10	7	7	±9
Black	40	±10	10	18	12	9	8	5	8	±12
Hispanic	34	±8	19	25	12	17	9	6	6	±15
Other Race/Ethnicity	26	±8	26	32	23	21	19	13	5	±14
Enlisted	33	±5	19	26	20	16	13	6	6	±10
E1 – E4	32	±7	20	28	24	17	14	4	5	±13
E5 – E9	35	±6	17	20	12	14	10	10	7	±12
Officers	27	±4	14	20	16	11	10	6	5	±7
ANG	23	±2	24	30	21	17	18	7	6	±5
White	22	±3	20	27	19	15	16	6	6	±6
Total Minority	27	±3	34	38	26	23	24	11	8	±6
Black	26	±4	28	35	22	15	18	13	7	±8
Hispanic	30	±6	39	41	29	27	26	11	9	±12
Other Race/Ethnicity	24	±5	33	38	28	28	27	11	7	±10
Enlisted	24	±3	23	30	21	16	17	7	6	±5
E1 – E4	21	±5	17	21	13	11	6	7	6	±12
E5 – E9	25	±3	25	33	24	18	20	7	6	±6
Officers	22	±5	29	30	19	23	25	10	8	±13
USAFR	23	±3	21	28	21	15	17	9	6	±6
White	21	±4	17	21	19	12	15	8	4	±8
Total Minority	26	±3	28	38	25	19	19	9	8	±7
Black	27	±4	24	35	21	14	13	7	7	±9
Hispanic	25	±6	37	46	33	29	29	12	8	±18
Other Race/Ethnicity	28	±6	25	32	21	18	16	11	12	±12
Enlisted	23	±3	20	27	19	14	14	8	5	±6
E1 – E4	20	±5	15	20	12	9	9	7	5	±11
E5 – E9	24	±4	22	29	21	15	16	8	5	±7
Officers	22	±5	25	32	30	21	25	11	9	±13
USCGR	24	±4	21	24	15	16	13	6	5	±8
White	23	±5	15	18	9	10	8	5	2	±10
Total Minority	29	±6	35	36	29	30	24	7	11	±13
Black	32	±15	NR	NR	NR	NR	NR	NR	NR	
Hispanic	26	±8	33	37	30	25	24	11	8	±15
Other Race/Ethnicity	31	±13	NR	NR	13	NR	8	3	6	±13
Enlisted	24	±4	21	22	12	16	12	4	5	±9
E1 – E4	27	±8	24	26	17	19	15	5	6	±15
E5 – E9	23	±5	18	18	9	14	9	4	4	±11
Officers	23	±5	24	35	30	18	18	12	1	±12

Note. Percent responding are Reserve component members who answered the question, who experienced potential race/ethnicity-related behaviors (Q61/Q64), and who did not report the situation to any National Guard/Reserve/DoD/DHS individuals or organizations (Q75). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

86. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially.

a. Senior leadership of my National Guard/Reserve component



















































1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	93	±1	71	9	21	±2	
Enlisted	93	±1	70	9	22	±2	
E1 – E4	93	±2	66	9	25	±4	
E5 – E9	93	±1	73	9	19	±2	
Officers	94	±2	76	7	17	±3	
O1 – O3	95	±2	76	7	17	±5	
O4 – O6	93	±2	77	7	16	±3	
Male	94	±1	73	8	19	±2	
Female	91	±2	62	11	27	±4	
White	94	±1	75	7	18	±3	
Total Minority	92	±1	62	12	26	±2	
Black	91	±2	60	13	27	±3	
Hispanic	92	±2	64	12	24	±4	
AIAN	95	±5	69	8	23	±11	
Asian	92	±2	59	11	30	±4	
NHPI	92	±5	69	8	23	±11	
Two or More Races	91	±6	65	12	24	±8	
AGR/FTS/AR	91	±2	72	9	19	±3	
Other Selected Reserve	93	±1	70	9	21	±2	
Reserve Unit	93	±1	70	9	21	±2	
Military Technician	93	±2	70	10	20	±4	
IMA	93	±2	70	4	26	±3	
Not Activated Past 12 Months	93	±1	72	8	20	±2	
Activated Past 12 Months	93	±2	66	11	23	±4	
Not Deployed Past 12 Months	93	±1	72	8	20	±2	
Deployed Past 12 Months	92	±2	64	12	24	±5	
ARNG	93	±2	71	9	20	±3	
White	94	±2	75	7	18	±4	
Total Minority	91	±2	63	13	24	±4	
Black	92	±3	61	11	28	±5	
Hispanic	92	±3	65	13	22	±7	
Other Race/Ethnicity	91	±7	63	14	23	±8	
Enlisted	93	±2	71	9	21	±4	
E1 – E4	93	±3	67	9	23	±6	
E5 – E9	93	±2	74	8	18	±4	
Officers	91	±3	77	9	14	±6	
USAR	93	±2	66	11	23	±4	
White	94	±3	70	9	21	±6	
Total Minority	92	±2	60	14	26	±4	
Black	91	±3	59	16	25	±5	
Hispanic	92	±3	59	15	26	±6	
Other Race/Ethnicity	93	±3	61	10	29	±8	
Enlisted	93	±2	65	12	24	±4	
E1 – E4	93	±3	61	12	28	±7	
E5 – E9	92	±2	70	12	19	±4	
Officers	94	±3	69	9	21	±6	

Note. Percent responding are Reserve component members who answered the question.

86a. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
USNR	93	±2	72	7	20	±4	
White	94	±3	77	6	17	±5	
Total Minority	91	±2	64	9	26	±4	
Black	88	±4	61	11	28	±5	
Hispanic	93	±3	67	8	24	±6	
Other Race/Ethnicity	90	±5	65	9	27	±6	
Enlisted	92	±2	69	8	22	±4	
E1 – E4	92	±4	67	7	27	±8	
E5 – E9	92	±3	70	9	21	±5	
Officers	96	±3	82	4	14	±5	
USMCR	93	±3	74	8	18	±5	
White	94	±4	77	6	17	±7	
Total Minority	91	±4	69	10	20	±6	
Black	94	±4	64	13	24	±14	
Hispanic	89	±7	70	10	20	±9	
Other Race/Ethnicity	94	±4	74	9	18	±10	
Enlisted	93	±3	73	8	19	±6	
E1 – E4	93	±4	74	7	19	±7	
E5 – E9	92	±4	73	10	18	±7	
Officers	94	±3	82	4	14	±4	
ANG	94	±2	75	6	20	±3	
White	94	±2	78	5	18	±3	
Total Minority	93	±2	65	9	26	±4	
Black	93	±3	61	12	27	±5	
Hispanic	90	±4	66	7	27	±7	
Other Race/Ethnicity	95	±3	66	8	26	±7	
Enlisted	93	±2	73	6	21	±3	
E1 – E4	94	±3	68	5	27	±6	
E5 – E9	93	±2	75	6	19	±3	
Officers	96	±3	83	3	13	±5	
USAFR	93	±2	71	6	22	±3	
White	94	±2	76	5	19	±4	
Total Minority	92	±2	62	8	30	±4	
Black	91	±3	61	10	29	±5	
Hispanic	94	±3	65	7	28	±7	
Other Race/Ethnicity	91	±5	61	7	32	±7	
Enlisted	93	±2	70	7	24	±3	
E1 – E4	94	±3	67	6	27	±6	
E5 – E9	92	±2	71	7	22	±4	
Officers	95	±3	77	5	18	±5	
USCGR	93	±3	72	6	22	±4	
White	93	±3	75	5	20	±5	
Total Minority	92	±4	63	8	29	±7	
Black	96	±5	51	20	29	±18	
Hispanic	93	±5	64	8	27	±9	
Other Race/Ethnicity	88	±9	66	1	32	±14	
Enlisted	93	±3	70	6	24	±5	
E1 – E4	93	±4	66	7	26	±8	
E5 – E9	92	±4	72	6	23	±6	
Officers	94	±4	84	3	14	±5	

Note. Percent responding are Reserve component members who answered the question.

86. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially.

b. Senior leadership of my installation/ship



















































1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	93	±1	70	9	21	±2	
Enlisted	93	±1	68	9	22	±2	
E1 – E4	93	±2	64	10	26	±4	
E5 – E9	93	±1	72	9	19	±2	
Officers	94	±2	77	7	16	±3	
O1 – O3	94	±3	76	7	18	±5	
O4 – O6	94	±2	78	7	14	±3	
Male	93	±1	72	9	20	±2	
Female	91	±2	61	11	28	±4	
White	94	±1	74	7	19	±3	
Total Minority	91	±1	61	13	26	±2	
Black	91	±2	59	13	28	±3	
Hispanic	92	±2	63	13	24	±4	
AIAN	96	±5	70	8	22	±10	
Asian	93	±2	57	12	31	±4	
NHPI	91	±5	67	9	24	±12	
Two or More Races	91	±6	64	13	23	±8	
AGR/FTS/AR	92	±2	72	10	17	±3	
Other Selected Reserve	93	±1	69	9	22	±2	
Reserve Unit	93	±1	69	9	22	±2	
Military Technician	93	±2	70	10	20	±4	
IMA	93	±2	73	5	22	±3	
Not Activated Past 12 Months	93	±1	71	9	20	±2	
Activated Past 12 Months	93	±2	66	10	24	±4	
Not Deployed Past 12 Months	93	±1	71	9	20	±2	
Deployed Past 12 Months	92	±2	63	11	26	±5	
ARNG	93	±2	70	9	20	±3	
White	94	±2	74	8	19	±4	
Total Minority	91	±2	62	13	25	±4	
Black	91	±3	61	11	28	±5	
Hispanic	91	±3	64	15	21	±7	
Other Race/Ethnicity	91	±7	62	14	24	±8	
Enlisted	93	±2	69	9	21	±4	
E1 – E4	93	±3	66	10	24	±6	
E5 – E9	93	±2	72	9	19	±4	
Officers	92	±3	77	9	14	±6	
USAR	93	±2	64	12	24	±4	
White	93	±3	69	9	22	±6	
Total Minority	92	±2	58	15	28	±4	
Black	90	±3	56	16	28	±5	
Hispanic	92	±3	58	15	27	±6	
Other Race/Ethnicity	93	±3	61	11	29	±8	
Enlisted	92	±2	63	12	25	±4	
E1 – E4	93	±3	57	13	29	±7	
E5 – E9	92	±2	69	11	19	±4	
Officers	93	±3	68	10	22	±6	

Note. Percent responding are Reserve component members who answered the question.

86b. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
USNR	93	±2	72	8	20	±4	
White	95	±3	77	6	17	±5	
Total Minority	91	±2	63	11	26	±4	
Black	88	±3	61	12	27	±5	
Hispanic	93	±3	67	9	24	±6	
Other Race/Ethnicity	91	±5	60	14	26	±7	
Enlisted	92	±2	68	10	22	±4	
E1 – E4	92	±4	66	9	25	±8	
E5 – E9	92	±3	69	10	21	±5	
Officers	96	±3	82	3	15	±5	
USMCR	93	±3	72	8	21	±5	
White	94	±4	75	6	19	±7	
Total Minority	91	±4	66	11	22	±7	
Black	94	±4	64	14	22	±14	
Hispanic	89	±7	67	11	22	±9	
Other Race/Ethnicity	94	±4	66	9	24	±14	
Enlisted	93	±3	71	8	21	±6	
E1 – E4	93	±4	70	7	23	±8	
E5 – E9	92	±4	72	10	18	±7	
Officers	94	±3	82	4	14	±4	
ANG	94	±2	75	6	18	±3	
White	94	±2	78	5	16	±3	
Total Minority	93	±2	66	9	25	±4	
Black	93	±3	61	12	27	±5	
Hispanic	92	±4	67	8	25	±7	
Other Race/Ethnicity	95	±3	69	8	23	±6	
Enlisted	94	±2	74	7	20	±3	
E1 – E4	94	±3	69	5	26	±6	
E5 – E9	94	±2	76	7	17	±3	
Officers	96	±3	85	4	11	±5	
USAFR	93	±2	72	6	21	±3	
White	94	±2	78	5	18	±4	
Total Minority	92	±2	62	9	29	±4	
Black	91	±3	60	11	30	±5	
Hispanic	94	±3	65	8	27	±7	
Other Race/Ethnicity	91	±5	62	7	31	±7	
Enlisted	92	±2	70	7	23	±3	
E1 – E4	93	±3	67	6	27	±6	
E5 – E9	92	±2	71	7	22	±4	
Officers	95	±3	82	3	15	±5	
USCGR	93	±3	73	5	22	±4	
White	93	±3	75	5	20	±5	
Total Minority	92	±4	64	6	30	±7	
Black	96	±5	55	16	29	±18	
Hispanic	93	±5	65	6	29	±9	
Other Race/Ethnicity	88	±9	67	1	32	±14	
Enlisted	93	±3	70	6	25	±5	
E1 – E4	94	±4	66	7	27	±9	
E5 – E9	92	±4	72	5	23	±6	
Officers	94	±4	86	2	12	±5	

Note. Percent responding are Reserve component members who answered the question.

86. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially.

c. My immediate supervisor



















































1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	93	±1	72	10	18	±2	
Enlisted	93	±1	70	10	19	±2	
E1 – E4	93	±2	66	11	23	±4	
E5 – E9	93	±1	74	9	17	±2	
Officers	93	±2	80	8	13	±3	
O1 – O3	94	±3	78	8	13	±5	
O4 – O6	93	±2	81	7	11	±3	
Male	93	±1	74	9	17	±2	
Female	91	±2	64	12	24	±4	
White	94	±2	76	8	16	±3	
Total Minority	91	±1	65	13	23	±2	
Black	91	±2	64	13	23	±3	
Hispanic	92	±2	65	13	22	±4	
AIAN	95	±5	67	6	27	±15	
Asian	92	±3	62	12	27	±4	
NHPI	92	±5	71	8	20	±11	
Two or More Races	91	±6	65	13	22	±8	
AGR/FTS/AR	91	±2	75	10	15	±3	
Other Selected Reserve	93	±1	72	10	19	±2	
Reserve Unit	93	±1	71	10	19	±2	
Military Technician	92	±2	72	9	19	±4	
IMA	92	±2	77	4	19	±3	
Not Activated Past 12 Months	93	±1	73	9	18	±2	
Activated Past 12 Months	92	±2	69	12	20	±4	
Not Deployed Past 12 Months	93	±1	73	9	18	±2	
Deployed Past 12 Months	92	±3	66	14	20	±5	
ARNG	93	±2	72	11	17	±3	
White	93	±2	75	10	15	±4	
Total Minority	91	±2	65	13	22	±4	
Black	91	±3	64	11	24	±5	
Hispanic	91	±3	66	14	20	±7	
Other Race/Ethnicity	91	±7	66	13	21	±7	
Enlisted	93	±2	70	11	18	±4	
E1 – E4	93	±3	66	13	20	±6	
E5 – E9	93	±2	74	10	16	±4	
Officers	91	±3	83	8	9	±5	
USAR	93	±2	68	11	21	±4	
White	93	±3	73	8	19	±6	
Total Minority	91	±2	62	15	24	±4	
Black	90	±3	63	16	21	±5	
Hispanic	92	±3	61	14	25	±6	
Other Race/Ethnicity	93	±3	59	12	30	±9	
Enlisted	92	±2	67	11	22	±4	
E1 – E4	93	±3	61	11	27	±7	
E5 – E9	92	±2	73	10	17	±4	
Officers	93	±3	73	10	17	±6	

Note. Percent responding are Reserve component members who answered the question.

86c. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
USNR	93	±2	73	8	19	±4	
White	95	±3	78	6	16	±5	
Total Minority	90	±2	64	12	24	±4	
Black	87	±4	60	12	28	±5	
Hispanic	93	±3	67	12	21	±7	
Other Race/Ethnicity	91	±5	64	12	24	±6	
Enlisted	92	±2	69	10	21	±4	
E1 – E4	92	±4	65	9	27	±8	
E5 – E9	93	±3	71	10	19	±5	
Officers	96	±3	84	4	12	±5	
USMCR	93	±3	73	10	17	±5	
White	94	±4	76	8	16	±7	
Total Minority	91	±5	67	13	20	±7	
Black	94	±4	67	14	19	±14	
Hispanic	89	±7	68	11	21	±9	
Other Race/Ethnicity	93	±4	67	18	15	±16	
Enlisted	93	±3	72	10	18	±6	
E1 – E4	93	±4	72	10	18	±7	
E5 – E9	92	±4	71	11	17	±7	
Officers	93	±3	83	4	13	±4	
ANG	94	±2	76	7	17	±3	
White	94	±2	79	6	15	±3	
Total Minority	93	±2	69	9	22	±4	
Black	92	±3	65	12	24	±5	
Hispanic	92	±4	70	8	22	±7	
Other Race/Ethnicity	95	±3	72	7	21	±6	
Enlisted	93	±2	75	7	18	±3	
E1 – E4	94	±3	68	6	26	±6	
E5 – E9	93	±2	78	7	15	±3	
Officers	96	±3	84	5	11	±5	
USAFR	93	±2	75	6	19	±3	
White	93	±2	79	5	17	±4	
Total Minority	91	±2	68	8	25	±4	
Black	90	±3	67	10	23	±5	
Hispanic	94	±3	71	5	24	±7	
Other Race/Ethnicity	91	±5	65	7	29	±7	
Enlisted	92	±2	74	6	21	±3	
E1 – E4	93	±3	68	5	27	±6	
E5 – E9	92	±3	76	6	18	±4	
Officers	95	±3	79	6	16	±6	
USCGR	93	±3	72	7	21	±4	
White	93	±3	75	6	19	±5	
Total Minority	92	±4	65	9	26	±7	
Black	96	±5	56	20	24	±17	
Hispanic	93	±5	65	9	26	±10	
Other Race/Ethnicity	86	±9	70	3	27	±15	
Enlisted	93	±3	70	8	22	±5	
E1 – E4	93	±4	66	13	21	±9	
E5 – E9	92	±4	72	5	23	±6	
Officers	93	±4	83	3	14	±5	

Note. Percent responding are Reserve component members who answered the question.

87. Has the military paid too much or too little attention to...**a. Racial/ethnic harassment/discrimination?**

1. Too much attention

2. The right amount of attention

3. Too little attention

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	93	±1	21	71	8	±2
Enlisted	93	±1	20	71	9	±2
E1 – E4	93	±2	18	74	8	±4
E5 – E9	93	±1	22	69	9	±2
Officers	94	±2	25	68	7	±3
O1 – O3	95	±3	24	67	8	±5
O4 – O6	93	±2	26	69	6	±4
Male	94	±1	23	70	7	±2
Female	91	±2	12	74	14	±4
White	94	±2	27	70	3	±3
Total Minority	92	±1	10	72	18	±2
Black	91	±2	4	71	24	±3
Hispanic	92	±2	13	74	14	±3
AIAN	95	±5	31	59	10	±18
Asian	93	±2	12	72	17	±4
NHPI	92	±5	10	82	8	±8
Two or More Races	91	±6	15	70	16	±8
AGR/FTS/AR	92	±2	23	67	10	±4
Other Selected Reserve	93	±1	21	71	8	±2
Reserve Unit	93	±1	21	71	8	±2
Military Technician	93	±2	23	70	7	±4
IMA	93	±2	24	70	6	±3
Not Activated Past 12 Months	93	±1	20	72	8	±2
Activated Past 12 Months	93	±2	24	67	10	±4
Not Deployed Past 12 Months	93	±1	21	71	8	±2
Deployed Past 12 Months	92	±2	25	66	9	±5
ARNG	93	±2	22	69	9	±3
White	94	±2	27	69	4	±4
Total Minority	91	±2	9	70	21	±4
Black	91	±3	4	69	27	±5
Hispanic	92	±3	13	72	15	±6
Other Race/Ethnicity	91	±7	12	71	17	±7
Enlisted	93	±2	21	70	9	±4
E1 – E4	93	±3	17	74	8	±6
E5 – E9	93	±2	24	66	10	±4
Officers	92	±3	28	64	8	±6
USAR	93	±2	20	70	10	±4
White	94	±3	28	69	3	±6
Total Minority	92	±2	11	70	19	±3
Black	91	±3	5	72	23	±4
Hispanic	93	±3	15	69	16	±5
Other Race/Ethnicity	93	±3	16	68	16	±10
Enlisted	93	±2	19	70	11	±4
E1 – E4	94	±3	20	71	9	±6
E5 – E9	92	±2	18	69	13	±4
Officers	93	±3	23	67	10	±6

Note. Percent responding are Reserve component members who answered the question.

87a. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
USNR	93	±2	17	76	7	±4
White	95	±3	21	77	2	±5
Total Minority	91	±2	11	75	14	±4
Black	87	±4	6	77	17	±5
Hispanic	92	±3	10	80	10	±6
Other Race/Ethnicity	93	±3	19	65	16	±8
Enlisted	92	±2	15	77	8	±4
E1 – E4	92	±4	12	82	7	±7
E5 – E9	92	±3	16	76	8	±5
Officers	96	±3	24	72	4	±6
USMCR	93	±3	28	66	6	±5
White	93	±4	34	63	3	±7
Total Minority	91	±4	17	71	12	±7
Black	95	±3	9	71	20	±12
Hispanic	89	±7	16	76	8	±9
Other Race/Ethnicity	93	±5	28	58	14	±17
Enlisted	92	±3	28	66	6	±6
E1 – E4	92	±4	27	67	6	±8
E5 – E9	92	±4	28	65	7	±6
Officers	94	±2	31	66	3	±5
ANG	94	±2	23	71	6	±3
White	95	±2	27	70	3	±3
Total Minority	94	±2	8	76	15	±3
Black	93	±3	1	72	27	±4
Hispanic	94	±3	9	81	10	±5
Other Race/Ethnicity	95	±3	16	76	8	±6
Enlisted	94	±2	22	72	6	±3
E1 – E4	94	±3	12	84	4	±5
E5 – E9	94	±2	26	68	6	±3
Officers	97	±2	28	68	4	±6
USAFR	93	±2	18	75	7	±3
White	94	±2	25	73	3	±4
Total Minority	92	±2	6	80	14	±3
Black	91	±3	2	77	22	±5
Hispanic	95	±3	9	81	9	±5
Other Race/Ethnicity	91	±5	9	83	8	±4
Enlisted	93	±2	17	76	7	±3
E1 – E4	94	±3	14	80	6	±6
E5 – E9	92	±2	18	74	8	±4
Officers	95	±3	22	73	5	±6
USCGR	94	±2	20	74	6	±4
White	94	±3	23	74	3	±5
Total Minority	93	±4	11	73	16	±7
Black	96	±5	2	55	43	±17
Hispanic	93	±5	9	80	11	±8
Other Race/Ethnicity	90	±8	19	70	11	±14
Enlisted	94	±3	20	73	6	±5
E1 – E4	94	±4	18	77	5	±8
E5 – E9	94	±3	22	71	7	±6
Officers	94	±4	18	77	5	±6

Note. Percent responding are Reserve component members who answered the question.

87. Has the military paid too much or too little attention to...**b. Sexual harassment/discrimination?**

1. Too much attention

2. The right amount of attention

3. Too little attention

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	93	±1	20	71	9	±2
Enlisted	93	±1	20	71	9	±2
E1 – E4	93	±2	18	72	10	±4
E5 – E9	93	±1	21	70	9	±2
Officers	94	±2	22	69	9	±3
O1 – O3	95	±2	23	69	9	±5
O4 – O6	94	±2	21	70	9	±4
Male	94	±1	22	71	8	±2
Female	92	±2	12	71	17	±4
White	94	±2	23	70	7	±3
Total Minority	92	±1	14	72	14	±2
Black	91	±2	8	74	17	±3
Hispanic	92	±2	17	71	12	±3
AIAN	95	±5	26	65	9	±16
Asian	93	±2	16	73	11	±4
NHPI	92	±5	11	82	7	±9
Two or More Races	91	±6	15	70	15	±8
AGR/FTS/AR	92	±2	18	71	11	±4
Other Selected Reserve	93	±1	20	71	9	±2
Reserve Unit	93	±1	20	71	9	±2
Military Technician	93	±2	19	71	10	±4
IMA	93	±2	22	69	9	±3
Not Activated Past 12 Months	93	±1	19	72	9	±2
Activated Past 12 Months	94	±2	24	66	10	±4
Not Deployed Past 12 Months	93	±1	19	72	9	±2
Deployed Past 12 Months	93	±2	25	65	11	±5
ARNG	93	±2	20	69	10	±3
White	94	±2	23	69	8	±4
Total Minority	91	±2	13	70	16	±4
Black	91	±3	7	73	20	±5
Hispanic	91	±3	18	67	15	±7
Other Race/Ethnicity	91	±7	16	71	13	±7
Enlisted	93	±2	20	70	10	±4
E1 – E4	93	±3	18	72	11	±6
E5 – E9	93	±2	22	68	10	±4
Officers	93	±3	23	69	8	±6
USAR	93	±2	21	67	12	±4
White	94	±3	26	65	9	±6
Total Minority	92	±2	16	70	15	±3
Black	90	±3	11	72	17	±4
Hispanic	93	±3	21	67	13	±5
Other Race/Ethnicity	93	±3	18	69	14	±9
Enlisted	93	±2	22	67	11	±4
E1 – E4	94	±3	22	68	10	±7
E5 – E9	92	±2	22	66	12	±4
Officers	93	±3	19	68	13	±6

Note. Percent responding are Reserve component members who answered the question.

87b. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
USNR	93	±2	15	78	7	±3
White	95	±3	17	77	5	±5
Total Minority	91	±2	12	78	10	±4
Black	87	±4	9	79	13	±5
Hispanic	92	±3	11	81	7	±6
Other Race/Ethnicity	93	±3	17	72	11	±7
Enlisted	92	±2	14	79	7	±4
E1 – E4	92	±4	12	80	9	±8
E5 – E9	92	±3	15	78	7	±5
Officers	96	±2	20	74	6	±6
USMCR	93	±3	22	72	6	±5
White	94	±4	26	70	3	±7
Total Minority	91	±5	14	75	11	±6
Black	95	±3	12	74	15	±13
Hispanic	89	±7	16	76	9	±10
Other Race/Ethnicity	92	±5	13	75	13	±9
Enlisted	93	±3	21	73	6	±6
E1 – E4	93	±4	20	75	5	±8
E5 – E9	92	±4	23	68	9	±6
Officers	94	±2	29	63	7	±5
ANG	95	±2	20	73	7	±3
White	95	±2	22	72	6	±3
Total Minority	94	±2	12	77	11	±3
Black	92	±3	5	78	17	±4
Hispanic	93	±3	13	79	9	±5
Other Race/Ethnicity	95	±3	17	75	8	±6
Enlisted	94	±2	19	74	7	±3
E1 – E4	94	±3	12	83	6	±5
E5 – E9	94	±2	21	71	8	±3
Officers	97	±2	25	68	7	±6
USAFR	93	±2	17	76	7	±3
White	94	±2	20	74	6	±4
Total Minority	92	±2	10	80	10	±3
Black	91	±3	6	80	14	±4
Hispanic	94	±3	14	78	7	±7
Other Race/Ethnicity	91	±5	13	80	7	±5
Enlisted	93	±2	16	77	7	±3
E1 – E4	94	±3	11	82	7	±6
E5 – E9	92	±2	18	75	7	±4
Officers	95	±3	20	71	9	±6
USCGR	94	±3	18	75	7	±4
White	94	±3	21	74	5	±5
Total Minority	93	±4	11	76	12	±7
Black	96	±5	NR	71	29	±18
Hispanic	93	±5	13	79	9	±8
Other Race/Ethnicity	90	±8	15	75	10	±14
Enlisted	94	±3	19	74	7	±5
E1 – E4	94	±4	16	77	7	±8
E5 – E9	93	±4	21	72	7	±6
Officers	94	±4	14	79	7	±5

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

87. Has the military paid too much or too little attention to...**c. Age harassment/discrimination?**

1. Too much attention

2. The right amount of attention

3. Too little attention

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	93	±1	11	73	16	±2
Enlisted	93	±1	11	73	16	±2
E1 – E4	92	±2	10	76	14	±4
E5 – E9	93	±1	12	71	18	±2
Officers	93	±2	11	73	16	±3
O1 – O3	95	±3	11	75	14	±5
O4 – O6	93	±2	10	71	18	±4
Male	93	±1	12	73	15	±2
Female	91	±2	5	73	22	±4
White	94	±2	13	73	14	±3
Total Minority	91	±1	7	74	20	±2
Black	90	±2	3	75	22	±3
Hispanic	92	±2	9	73	18	±3
AIAN	91	±8	25	64	11	±21
Asian	92	±2	8	73	20	±4
NHPI	91	±5	9	78	14	±9
Two or More Races	89	±7	5	74	20	±7
AGR/FTS/AR	91	±2	11	74	16	±3
Other Selected Reserve	93	±1	11	73	16	±2
Reserve Unit	93	±1	11	73	16	±2
Military Technician	93	±2	12	71	17	±4
IMA	92	±2	11	75	14	±3
Not Activated Past 12 Months	93	±1	11	74	15	±2
Activated Past 12 Months	93	±2	11	71	18	±4
Not Deployed Past 12 Months	93	±1	11	74	16	±2
Deployed Past 12 Months	92	±2	12	69	19	±5
ARNG	92	±2	11	72	17	±3
White	93	±2	13	72	16	±4
Total Minority	91	±2	7	72	21	±4
Black	90	±3	4	73	23	±5
Hispanic	91	±3	10	71	19	±6
Other Race/Ethnicity	90	±7	8	73	20	±7
Enlisted	92	±2	11	72	17	±4
E1 – E4	92	±3	8	76	16	±6
E5 – E9	93	±2	14	68	18	±4
Officers	92	±3	10	72	18	±6
USAR	93	±2	11	70	19	±3
White	94	±3	14	70	16	±5
Total Minority	91	±2	8	71	22	±3
Black	91	±3	4	73	23	±4
Hispanic	92	±3	10	69	21	±5
Other Race/Ethnicity	90	±6	12	67	20	±10
Enlisted	93	±2	11	70	19	±4
E1 – E4	93	±3	12	73	15	±6
E5 – E9	92	±2	10	67	23	±4
Officers	93	±3	12	71	17	±6

Note. Percent responding are Reserve component members who answered the question.

87c. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
USNR	93	±2	8	78	14	±3
White	95	±3	9	78	13	±5
Total Minority	90	±2	7	78	15	±3
Black	87	±4	5	80	14	±5
Hispanic	92	±3	8	79	13	±5
Other Race/Ethnicity	92	±3	8	73	18	±6
Enlisted	92	±2	8	79	14	±4
E1 – E4	92	±4	7	79	15	±8
E5 – E9	92	±3	8	79	13	±5
Officers	96	±3	10	77	13	±6
USMCR	92	±3	15	77	8	±5
White	92	±4	19	76	5	±7
Total Minority	91	±4	7	79	13	±6
Black	95	±3	6	75	19	±13
Hispanic	89	±7	8	81	10	±8
Other Race/Ethnicity	92	±5	6	79	15	±9
Enlisted	91	±4	15	78	8	±5
E1 – E4	92	±5	15	78	7	±7
E5 – E9	91	±4	14	78	8	±5
Officers	93	±3	18	73	9	±5
ANG	94	±2	10	75	15	±3
White	95	±2	12	74	14	±3
Total Minority	93	±2	5	78	17	±3
Black	92	±3	2	78	20	±4
Hispanic	93	±3	6	79	15	±5
Other Race/Ethnicity	95	±3	7	77	15	±5
Enlisted	94	±2	10	76	15	±3
E1 – E4	94	±3	6	84	10	±5
E5 – E9	94	±2	11	73	16	±3
Officers	97	±2	12	72	16	±6
USAFR	93	±2	9	78	13	±3
White	94	±2	12	77	11	±4
Total Minority	91	±2	4	80	16	±3
Black	90	±3	1	82	17	±4
Hispanic	94	±3	6	77	17	±6
Other Race/Ethnicity	90	±5	7	81	13	±6
Enlisted	93	±2	9	78	13	±3
E1 – E4	93	±3	9	81	10	±6
E5 – E9	92	±2	9	77	14	±4
Officers	94	±3	11	76	14	±6
USCGR	94	±2	9	79	12	±4
White	94	±3	10	79	11	±5
Total Minority	92	±4	6	77	17	±7
Black	96	±5	NR	67	33	±18
Hispanic	92	±5	9	79	12	±9
Other Race/Ethnicity	90	±8	4	78	18	±13
Enlisted	94	±3	9	78	13	±5
E1 – E4	94	±4	9	79	12	±8
E5 – E9	93	±3	9	78	13	±6
Officers	94	±4	8	80	12	±6

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

87. Has the military paid too much or too little attention to...**d. Religious harassment/discrimination?**

1. Too much attention

2. The right amount of attention

3. Too little attention

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	93	±1	13	76	11	±2
Enlisted	93	±1	13	76	11	±2
E1 – E4	93	±2	12	78	10	±3
E5 – E9	93	±1	14	75	11	±2
Officers	94	±2	13	75	11	±3
O1 – O3	95	±3	13	76	11	±5
O4 – O6	94	±2	13	74	12	±4
Male	93	±1	14	75	10	±2
Female	91	±2	6	80	14	±4
White	94	±2	16	76	9	±2
Total Minority	91	±1	8	77	15	±2
Black	90	±2	4	79	17	±3
Hispanic	92	±2	10	76	13	±3
AIAN	95	±5	21	73	7	±17
Asian	92	±2	8	76	16	±4
NHPI	92	±5	9	83	8	±8
Two or More Races	91	±6	9	75	16	±8
AGR/FTS/AR	92	±2	12	77	11	±3
Other Selected Reserve	93	±1	13	76	11	±2
Reserve Unit	93	±1	13	76	11	±2
Military Technician	93	±2	13	77	10	±4
IMA	93	±2	16	73	11	±3
Not Activated Past 12 Months	93	±1	13	77	10	±2
Activated Past 12 Months	93	±2	13	75	12	±3
Not Deployed Past 12 Months	93	±1	13	77	11	±2
Deployed Past 12 Months	92	±3	14	74	12	±4
ARNG	93	±2	13	74	12	±3
White	94	±2	16	74	10	±4
Total Minority	91	±2	8	75	17	±4
Black	90	±3	4	77	19	±5
Hispanic	91	±3	10	73	16	±6
Other Race/Ethnicity	91	±7	9	75	16	±7
Enlisted	93	±2	14	74	12	±4
E1 – E4	92	±3	11	77	11	±6
E5 – E9	93	±2	16	71	13	±4
Officers	93	±3	12	75	14	±6
USAR	93	±2	13	75	12	±3
White	93	±3	16	75	9	±5
Total Minority	92	±2	8	76	16	±3
Black	91	±3	4	79	18	±4
Hispanic	92	±3	13	73	14	±5
Other Race/Ethnicity	93	±3	11	73	16	±9
Enlisted	92	±2	12	75	12	±4
E1 – E4	94	±3	12	77	11	±6
E5 – E9	91	±3	13	74	13	±4
Officers	93	±3	14	76	11	±6

Note. Percent responding are Reserve component members who answered the question.

87d. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
USNR	93	±2	10	81	9	±3
White	94	±3	12	81	7	±5
Total Minority	90	±2	8	81	11	±3
Black	88	±3	5	84	12	±4
Hispanic	91	±3	7	84	8	±5
Other Race/Ethnicity	93	±3	12	73	15	±8
Enlisted	92	±2	10	81	9	±4
E1 – E4	92	±4	9	81	11	±8
E5 – E9	92	±3	10	81	9	±5
Officers	96	±2	12	81	7	±5
USMCR	93	±3	16	75	8	±5
White	94	±4	20	74	6	±7
Total Minority	91	±5	10	77	12	±7
Black	94	±4	6	76	18	±13
Hispanic	89	±7	11	80	10	±10
Other Race/Ethnicity	93	±5	15	73	12	±16
Enlisted	93	±3	16	76	8	±6
E1 – E4	93	±4	17	75	8	±8
E5 – E9	92	±4	14	77	9	±6
Officers	94	±3	19	70	12	±5
ANG	94	±2	13	80	8	±3
White	95	±2	15	79	7	±3
Total Minority	93	±2	6	83	11	±3
Black	92	±3	1	83	16	±4
Hispanic	94	±3	8	82	10	±5
Other Race/Ethnicity	94	±3	9	84	7	±5
Enlisted	94	±2	12	80	7	±3
E1 – E4	94	±3	8	87	5	±5
E5 – E9	94	±2	14	78	8	±3
Officers	97	±2	16	75	9	±6
USAFR	93	±2	12	80	8	±3
White	93	±2	15	78	7	±4
Total Minority	92	±2	5	84	11	±3
Black	91	±3	2	85	13	±4
Hispanic	94	±3	8	84	8	±6
Other Race/Ethnicity	91	±5	7	83	10	±5
Enlisted	92	±2	11	82	8	±3
E1 – E4	93	±3	9	84	7	±5
E5 – E9	92	±2	12	81	8	±4
Officers	95	±3	16	74	10	±6
USCGR	94	±2	10	81	9	±4
White	94	±3	12	81	7	±5
Total Minority	92	±4	5	82	13	±6
Black	96	±5	NR	74	26	±19
Hispanic	92	±5	7	82	11	±8
Other Race/Ethnicity	90	±8	4	85	11	±15
Enlisted	94	±3	10	81	9	±5
E1 – E4	94	±4	11	81	8	±8
E5 – E9	93	±3	10	80	10	±6
Officers	95	±3	9	84	7	±5

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

87. Has the military paid too much or too little attention to...**e. Other harassment/discrimination?**

1. Too much attention

2. The right amount of attention

3. Too little attention

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	93	±1	11	78	11	±2
Enlisted	93	±1	11	78	11	±2
E1 – E4	93	±2	9	80	11	±3
E5 – E9	92	±1	12	77	11	±2
Officers	93	±2	12	79	9	±3
O1 – O3	94	±3	12	79	10	±5
O4 – O6	93	±2	12	79	9	±3
Male	93	±1	12	78	9	±2
Female	90	±2	5	78	17	±4
White	94	±2	13	79	8	±2
Total Minority	91	±1	7	77	17	±2
Black	90	±2	3	78	20	±3
Hispanic	91	±2	9	76	14	±3
AIAN	94	±5	16	78	6	±19
Asian	92	±2	8	77	15	±4
NHPI	92	±5	8	80	12	±10
Two or More Races	91	±6	7	73	20	±9
AGR/FTS/AR	91	±2	10	77	13	±4
Other Selected Reserve	93	±1	11	78	10	±2
Reserve Unit	93	±1	11	78	10	±2
Military Technician	92	±2	12	78	10	±4
IMA	92	±2	12	78	10	±3
Not Activated Past 12 Months	93	±1	11	79	10	±2
Activated Past 12 Months	93	±2	11	76	13	±3
Not Deployed Past 12 Months	93	±1	11	79	10	±2
Deployed Past 12 Months	92	±2	12	74	14	±4
ARNG	92	±2	11	77	12	±3
White	93	±2	13	78	9	±4
Total Minority	90	±2	6	75	19	±4
Black	90	±3	3	75	22	±5
Hispanic	90	±3	9	75	16	±6
Other Race/Ethnicity	90	±7	8	74	18	±8
Enlisted	93	±2	11	77	12	±3
E1 – E4	92	±3	9	80	11	±5
E5 – E9	93	±2	14	73	12	±4
Officers	92	±3	10	80	11	±5
USAR	93	±2	11	77	12	±3
White	94	±3	14	78	8	±5
Total Minority	91	±2	7	74	18	±3
Black	90	±3	3	76	21	±4
Hispanic	92	±3	12	73	16	±5
Other Race/Ethnicity	93	±3	10	74	16	±9
Enlisted	93	±2	11	77	12	±4
E1 – E4	94	±3	10	78	12	±6
E5 – E9	91	±3	11	76	13	±4
Officers	93	±3	13	75	12	±6

Note. Percent responding are Reserve component members who answered the question.

87e. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
USNR	93	±2	9	82	8	±3
White	94	±3	11	84	5	±5
Total Minority	90	±2	7	80	13	±4
Black	87	±4	4	83	13	±5
Hispanic	91	±3	7	84	9	±5
Other Race/Ethnicity	92	±3	12	71	17	±8
Enlisted	92	±2	8	82	10	±4
E1 – E4	92	±4	7	81	12	±7
E5 – E9	92	±3	9	83	9	±4
Officers	95	±3	13	83	4	±5
USMCR	93	±3	15	75	9	±5
White	94	±4	19	74	7	±7
Total Minority	91	±5	9	78	13	±6
Black	94	±4	8	74	18	±13
Hispanic	89	±7	10	80	10	±9
Other Race/Ethnicity	91	±5	7	75	18	±15
Enlisted	93	±3	15	75	10	±6
E1 – E4	93	±4	16	74	10	±8
E5 – E9	91	±4	14	78	9	±5
Officers	94	±3	20	74	6	±5
ANG	94	±2	11	81	8	±2
White	94	±2	13	81	6	±3
Total Minority	93	±2	6	81	14	±3
Black	91	±3	1	82	17	±4
Hispanic	94	±3	7	79	14	±6
Other Race/Ethnicity	95	±3	9	82	10	±5
Enlisted	93	±2	11	81	8	±3
E1 – E4	94	±3	7	88	5	±5
E5 – E9	93	±2	12	79	9	±3
Officers	96	±3	16	76	8	±6
USAFR	92	±2	9	83	9	±3
White	92	±3	11	82	7	±4
Total Minority	91	±2	4	84	12	±3
Black	90	±3	1	87	12	±4
Hispanic	93	±3	6	80	14	±6
Other Race/Ethnicity	90	±5	5	86	9	±4
Enlisted	92	±2	8	82	9	±3
E1 – E4	93	±3	7	84	9	±5
E5 – E9	91	±3	9	82	9	±4
Officers	92	±4	11	83	6	±5
USCGR	94	±2	10	82	8	±4
White	94	±3	12	81	7	±5
Total Minority	92	±4	4	84	12	±6
Black	96	±5	NR	72	28	±18
Hispanic	92	±5	7	86	7	±7
Other Race/Ethnicity	90	±8	3	87	10	±14
Enlisted	94	±3	10	81	8	±5
E1 – E4	94	±4	11	79	9	±8
E5 – E9	94	±3	9	83	8	±6
Officers	95	±3	10	84	6	±5

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

88. Does your immediate military supervisor pay too much or too little attention to...**a. Racial/ethnic harassment/discrimination?**

1. Too much attention

2. The right amount of attention

3. Too little attention

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	92	±1	4	89	7	±2
Enlisted	92	±1	4	88	8	±2
E1 – E4	91	±2	5	86	9	±3
E5 – E9	92	±1	4	90	7	±2
Officers	93	±2	3	91	6	±2
O1 – O3	94	±3	2	91	7	±4
O4 – O6	93	±2	3	92	5	±2
Male	92	±1	4	89	7	±2
Female	90	±2	3	86	10	±3
White	93	±2	4	91	5	±2
Total Minority	91	±1	4	84	12	±2
Black	90	±2	2	83	15	±3
Hispanic	91	±2	6	83	11	±3
AIAN	95	±5	6	89	5	±9
Asian	92	±2	3	84	13	±4
NHPI	90	±5	5	89	7	±6
Two or More Races	89	±6	2	88	10	±8
AGR/FTS/AR	92	±2	3	89	8	±3
Other Selected Reserve	92	±1	4	89	7	±2
Reserve Unit	92	±1	4	88	8	±2
Military Technician	91	±3	4	88	8	±3
IMA	91	±2	2	94	3	±2
Not Activated Past 12 Months	92	±1	4	89	7	±2
Activated Past 12 Months	92	±2	4	86	10	±3
Not Deployed Past 12 Months	92	±1	4	89	7	±2
Deployed Past 12 Months	92	±2	5	84	11	±4
ARNG	92	±2	4	87	8	±3
White	92	±3	4	90	6	±3
Total Minority	90	±2	4	81	14	±3
Black	89	±4	2	82	16	±5
Hispanic	91	±3	8	79	14	±6
Other Race/Ethnicity	90	±7	3	85	12	±6
Enlisted	92	±2	4	87	9	±3
E1 – E4	91	±4	4	86	10	±5
E5 – E9	92	±2	4	88	7	±3
Officers	91	±3	5	89	6	±4
USAR	92	±2	5	86	10	±3
White	93	±3	4	89	7	±5
Total Minority	91	±2	5	81	14	±3
Black	90	±3	3	80	17	±4
Hispanic	91	±3	8	81	11	±5
Other Race/Ethnicity	91	±4	3	85	11	±8
Enlisted	92	±2	5	85	10	±3
E1 – E4	92	±3	6	82	12	±6
E5 – E9	91	±3	4	88	8	±3
Officers	94	±3	3	88	9	±4

Note. Percent responding are Reserve component members who answered the question.

88a. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
USNR	92	±2	2	92	5	±2
White	93	±3	2	95	3	±3
Total Minority	90	±2	2	89	9	±3
Black	87	±4	2	88	9	±4
Hispanic	91	±3	2	91	7	±4
Other Race/Ethnicity	92	±3	3	85	12	±5
Enlisted	91	±3	2	92	6	±3
E1 – E4	91	±4	3	92	5	±3
E5 – E9	91	±3	2	92	6	±3
Officers	94	±3	2	95	3	±3
USMCR	92	±3	6	87	7	±4
White	93	±4	7	88	5	±6
Total Minority	91	±5	5	86	10	±5
Black	94	±4	6	77	17	±13
Hispanic	89	±7	4	89	7	±7
Other Race/Ethnicity	93	±4	4	88	8	±7
Enlisted	92	±3	6	87	7	±5
E1 – E4	92	±4	6	86	8	±6
E5 – E9	91	±4	6	87	6	±5
Officers	93	±3	3	94	2	±3
ANG	93	±2	3	93	4	±2
White	93	±2	3	94	3	±2
Total Minority	92	±2	2	89	9	±2
Black	91	±3	0	87	13	±4
Hispanic	94	±3	2	91	7	±3
Other Race/Ethnicity	92	±4	4	90	7	±4
Enlisted	93	±2	3	92	5	±2
E1 – E4	92	±4	2	96	2	±3
E5 – E9	93	±2	3	91	6	±2
Officers	96	±3	3	94	4	±4
USAFR	92	±2	2	94	4	±2
White	93	±2	2	96	2	±2
Total Minority	91	±2	2	89	9	±3
Black	91	±3	1	88	11	±4
Hispanic	92	±4	3	90	7	±5
Other Race/Ethnicity	90	±5	2	92	6	±5
Enlisted	92	±2	2	93	5	±2
E1 – E4	91	±4	3	94	3	±4
E5 – E9	92	±2	2	93	5	±2
Officers	95	±3	1	96	4	±3
USCGR	93	±3	3	93	4	±3
White	94	±3	4	94	2	±4
Total Minority	92	±4	2	88	10	±6
Black	96	±5	NR	80	20	±18
Hispanic	91	±5	3	90	7	±7
Other Race/Ethnicity	90	±8	1	91	8	±12
Enlisted	93	±3	4	93	4	±3
E1 – E4	94	±4	5	90	4	±6
E5 – E9	93	±4	3	94	3	±4
Officers	93	±4	1	94	4	±4

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

88. Does your immediate military supervisor pay too much or too little attention to...**b. Sexual harassment/discrimination?**

1. Too much attention

2. The right amount of attention

3. Too little attention

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	92	±1	5	89	7	±2
Enlisted	92	±1	5	88	7	±2
E1 – E4	92	±2	6	87	7	±3
E5 – E9	92	±1	4	89	6	±2
Officers	93	±2	4	91	5	±2
O1 – O3	94	±3	3	91	6	±4
O4 – O6	93	±2	3	93	5	±3
Male	92	±1	5	89	6	±2
Female	90	±2	3	86	11	±3
White	93	±2	4	91	5	±2
Total Minority	91	±1	6	85	9	±2
Black	90	±2	4	86	10	±2
Hispanic	91	±2	8	84	8	±3
AIAN	95	±5	6	90	4	±9
Asian	93	±2	5	85	9	±3
NHPI	90	±5	5	89	6	±7
Two or More Races	89	±6	1	88	11	±7
AGR/FTS/AR	92	±2	3	89	7	±3
Other Selected Reserve	92	±1	5	89	6	±2
Reserve Unit	92	±1	5	89	7	±2
Military Technician	91	±3	5	88	8	±3
IMA	92	±2	2	95	3	±2
Not Activated Past 12 Months	92	±1	5	89	6	±2
Activated Past 12 Months	92	±2	5	87	8	±3
Not Deployed Past 12 Months	92	±1	5	89	6	±2
Deployed Past 12 Months	92	±2	5	85	10	±4
ARNG	92	±2	5	88	7	±3
White	93	±3	5	89	5	±3
Total Minority	90	±2	6	84	10	±3
Black	89	±4	3	87	10	±4
Hispanic	91	±3	11	80	9	±5
Other Race/Ethnicity	91	±7	3	87	10	±5
Enlisted	92	±2	6	87	7	±3
E1 – E4	91	±4	5	88	7	±5
E5 – E9	93	±2	6	87	7	±3
Officers	92	±3	5	91	4	±4
USAR	92	±2	5	86	9	±3
White	93	±3	4	88	7	±5
Total Minority	90	±2	7	83	10	±3
Black	90	±3	5	83	11	±4
Hispanic	91	±3	10	81	9	±5
Other Race/Ethnicity	92	±4	5	85	10	±8
Enlisted	91	±2	6	86	9	±3
E1 – E4	92	±3	7	82	11	±6
E5 – E9	91	±3	4	89	7	±3
Officers	93	±3	4	88	8	±5

Note. Percent responding are Reserve component members who answered the question.

88b. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
USNR	92	±2	3	93	5	±2
White	94	±3	2	94	3	±3
Total Minority	90	±2	3	90	7	±3
Black	88	±4	3	91	6	±4
Hispanic	91	±3	3	92	4	±4
Other Race/Ethnicity	93	±3	4	85	11	±5
Enlisted	91	±2	3	92	5	±3
E1 – E4	92	±4	4	91	5	±5
E5 – E9	91	±3	3	92	5	±3
Officers	95	±3	2	95	3	±4
USMCR	92	±3	7	89	4	±4
White	93	±4	7	91	3	±6
Total Minority	90	±5	7	86	7	±5
Black	94	±4	15	77	9	±14
Hispanic	88	±7	5	89	6	±8
Other Race/Ethnicity	93	±4	4	90	6	±6
Enlisted	92	±3	7	88	5	±4
E1 – E4	92	±4	7	88	5	±6
E5 – E9	90	±4	6	89	4	±4
Officers	94	±3	4	94	2	±3
ANG	93	±2	3	92	5	±2
White	94	±2	3	92	5	±2
Total Minority	92	±2	3	90	7	±2
Black	91	±3	1	89	10	±4
Hispanic	94	±3	2	91	7	±3
Other Race/Ethnicity	92	±4	4	91	5	±4
Enlisted	93	±2	3	92	5	±2
E1 – E4	92	±4	3	94	2	±4
E5 – E9	93	±2	3	91	6	±2
Officers	96	±3	3	92	5	±4
USAFR	93	±2	2	94	4	±2
White	93	±2	2	95	3	±3
Total Minority	91	±2	2	91	6	±3
Black	91	±3	1	91	8	±4
Hispanic	92	±4	3	91	5	±4
Other Race/Ethnicity	90	±5	1	93	5	±5
Enlisted	92	±2	2	94	4	±2
E1 – E4	92	±3	4	93	3	±4
E5 – E9	92	±2	2	94	5	±2
Officers	95	±3	1	95	4	±4
USCGR	93	±3	3	94	3	±3
White	93	±3	4	95	1	±3
Total Minority	92	±4	3	89	7	±6
Black	96	±5	NR	86	14	±19
Hispanic	92	±5	3	89	7	±7
Other Race/Ethnicity	90	±8	5	91	4	±14
Enlisted	93	±3	4	94	2	±3
E1 – E4	93	±4	5	92	4	±6
E5 – E9	93	±4	4	95	2	±4
Officers	93	±4	1	95	3	±3

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

88. Does your immediate military supervisor pay too much or too little attention to...**c. Age harassment/discrimination?**

1. Too much attention

2. The right amount of attention

3. Too little attention

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	91	±1	3	89	9	±2
Enlisted	91	±1	3	88	9	±2
E1 – E4	91	±2	3	87	10	±3
E5 – E9	92	±1	2	89	8	±2
Officers	93	±2	2	91	7	±2
O1 – O3	94	±3	1	90	8	±4
O4 – O6	92	±3	2	93	5	±3
Male	92	±1	3	89	8	±2
Female	90	±2	2	86	12	±3
White	92	±2	2	91	7	±2
Total Minority	90	±1	3	85	12	±2
Black	89	±2	1	85	13	±2
Hispanic	91	±2	5	84	11	±3
AIAN	94	±5	5	90	6	±9
Asian	92	±2	3	83	13	±4
NHPI	90	±5	4	89	7	±6
Two or More Races	88	±6	1	86	13	±8
AGR/FTS/AR	91	±2	2	90	8	±3
Other Selected Reserve	91	±1	3	89	9	±2
Reserve Unit	91	±1	3	89	9	±2
Military Technician	91	±3	3	88	9	±3
IMA	91	±2	1	95	4	±2
Not Activated Past 12 Months	91	±2	3	89	8	±2
Activated Past 12 Months	91	±2	3	87	10	±3
Not Deployed Past 12 Months	92	±1	2	89	8	±2
Deployed Past 12 Months	91	±2	3	85	12	±4
ARNG	91	±2	3	88	10	±3
White	91	±3	3	90	8	±3
Total Minority	90	±2	3	83	14	±3
Black	89	±3	1	85	15	±4
Hispanic	91	±3	6	81	13	±5
Other Race/Ethnicity	90	±7	2	83	15	±6
Enlisted	91	±2	3	87	10	±3
E1 – E4	90	±4	3	87	10	±5
E5 – E9	92	±2	3	87	10	±3
Officers	91	±3	3	91	7	±4
USAR	91	±2	3	86	11	±3
White	92	±3	2	89	9	±4
Total Minority	90	±2	4	83	13	±3
Black	89	±3	2	83	14	±4
Hispanic	91	±3	7	80	13	±5
Other Race/Ethnicity	91	±4	3	84	12	±8
Enlisted	91	±2	3	86	11	±3
E1 – E4	91	±4	3	84	13	±5
E5 – E9	91	±3	2	88	10	±3
Officers	92	±3	3	87	10	±5

Note. Percent responding are Reserve component members who answered the question.

88c. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
USNR	92	±2	1	92	7	±2
White	93	±3	1	93	6	±4
Total Minority	90	±2	2	90	8	±2
Black	86	±4	1	91	8	±4
Hispanic	91	±3	1	92	6	±4
Other Race/Ethnicity	92	±3	3	86	11	±4
Enlisted	91	±3	2	91	7	±3
E1 – E4	91	±4	2	91	7	±4
E5 – E9	91	±3	1	91	8	±4
Officers	95	±3	1	95	4	±4
USMCR	91	±3	4	89	6	±4
White	93	±4	5	91	4	±6
Total Minority	89	±5	3	86	10	±5
Black	94	±4	5	80	15	±13
Hispanic	88	±7	2	89	9	±7
Other Race/Ethnicity	86	±11	4	87	9	±7
Enlisted	91	±4	5	89	7	±4
E1 – E4	92	±5	5	88	7	±6
E5 – E9	90	±4	4	90	6	±5
Officers	93	±3	2	95	3	±3
ANG	93	±2	2	92	6	±2
White	93	±2	2	93	5	±2
Total Minority	92	±2	2	90	9	±2
Black	90	±3	0	89	11	±4
Hispanic	94	±3	1	91	8	±3
Other Race/Ethnicity	92	±4	3	89	8	±4
Enlisted	93	±2	2	92	6	±2
E1 – E4	92	±4	2	95	3	±4
E5 – E9	93	±2	2	91	7	±2
Officers	95	±3	2	93	5	±4
USAFR	92	±2	1	94	5	±2
White	92	±3	1	96	3	±2
Total Minority	91	±2	1	91	8	±3
Black	91	±3	1	90	9	±4
Hispanic	92	±4	2	92	7	±5
Other Race/Ethnicity	89	±5	1	93	6	±5
Enlisted	91	±2	1	94	5	±2
E1 – E4	92	±3	2	93	5	±4
E5 – E9	91	±3	1	94	5	±2
Officers	94	±3	0	96	4	±3
USCGR	93	±3	2	93	4	±3
White	94	±3	3	94	3	±4
Total Minority	92	±4	2	90	8	±5
Black	96	±5	NR	81	19	±18
Hispanic	91	±5	3	91	6	±5
Other Race/Ethnicity	90	±8	0	93	7	±12
Enlisted	93	±3	3	93	5	±3
E1 – E4	94	±4	4	90	6	±6
E5 – E9	93	±4	2	95	4	±4
Officers	94	±4	1	95	4	±4

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

88. Does your immediate military supervisor pay too much or too little attention to...**d. Religious harassment/discrimination?**

1. Too much attention

2. The right amount of attention

3. Too little attention

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	92	±1	3	90	7	±2
Enlisted	92	±1	3	89	7	±2
E1 – E4	91	±2	4	87	9	±3
E5 – E9	92	±1	3	91	6	±2
Officers	93	±2	2	92	6	±2
O1 – O3	94	±3	1	92	7	±4
O4 – O6	93	±2	2	93	5	±2
Male	92	±1	3	90	7	±2
Female	90	±2	2	89	9	±3
White	93	±2	3	92	5	±2
Total Minority	90	±1	3	86	11	±2
Black	89	±2	2	86	12	±2
Hispanic	91	±2	6	84	10	±3
AIAN	95	±5	5	91	4	±9
Asian	92	±2	3	85	12	±4
NHPI	90	±5	5	90	6	±6
Two or More Races	88	±6	1	89	10	±8
AGR/FTS/AR	92	±2	2	90	8	±3
Other Selected Reserve	92	±1	3	90	7	±2
Reserve Unit	92	±1	3	90	7	±2
Military Technician	91	±3	3	89	8	±3
IMA	92	±2	2	95	3	±2
Not Activated Past 12 Months	92	±1	3	90	7	±2
Activated Past 12 Months	92	±2	3	88	9	±3
Not Deployed Past 12 Months	92	±1	3	90	7	±2
Deployed Past 12 Months	91	±2	3	86	10	±4
ARNG	91	±2	3	89	8	±2
White	92	±3	3	91	6	±3
Total Minority	90	±2	4	84	13	±3
Black	89	±3	2	85	13	±4
Hispanic	91	±3	7	80	13	±6
Other Race/Ethnicity	90	±7	2	87	11	±6
Enlisted	91	±2	4	88	8	±3
E1 – E4	91	±4	4	88	8	±4
E5 – E9	92	±2	3	89	8	±3
Officers	92	±3	2	91	7	±4
USAR	92	±2	3	87	10	±3
White	93	±3	3	89	8	±5
Total Minority	90	±2	4	84	12	±3
Black	89	±3	2	85	13	±4
Hispanic	91	±3	8	82	11	±5
Other Race/Ethnicity	91	±4	4	85	11	±8
Enlisted	91	±2	4	86	10	±3
E1 – E4	92	±3	4	82	14	±6
E5 – E9	91	±3	3	90	7	±2
Officers	93	±3	3	90	7	±4

Note. Percent responding are Reserve component members who answered the question.

88d. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
USNR	92	±2	2	93	5	±2
White	93	±3	3	94	3	±3
Total Minority	90	±2	2	91	7	±2
Black	87	±4	1	92	7	±4
Hispanic	91	±3	2	93	6	±3
Other Race/Ethnicity	92	±3	3	87	10	±4
Enlisted	91	±3	3	92	5	±3
E1 – E4	92	±4	3	91	6	±5
E5 – E9	91	±3	2	93	5	±3
Officers	95	±3	1	96	3	±3
USMCR	92	±3	4	90	5	±4
White	93	±4	5	92	3	±5
Total Minority	91	±4	3	87	10	±6
Black	93	±4	4	81	15	±13
Hispanic	89	±7	3	89	8	±9
Other Race/Ethnicity	93	±4	4	90	6	±6
Enlisted	92	±3	5	90	5	±4
E1 – E4	92	±4	5	90	5	±6
E5 – E9	91	±4	4	89	7	±5
Officers	93	±3	2	95	3	±3
ANG	93	±2	2	94	4	±2
White	94	±2	2	94	3	±2
Total Minority	92	±2	2	91	7	±2
Black	91	±3	0	91	9	±3
Hispanic	94	±3	2	92	7	±4
Other Race/Ethnicity	92	±4	3	91	6	±4
Enlisted	93	±2	2	94	4	±2
E1 – E4	92	±4	2	96	1	±3
E5 – E9	93	±2	2	93	5	±2
Officers	96	±3	2	94	4	±4
USAFR	92	±2	2	95	4	±2
White	93	±3	2	96	3	±2
Total Minority	91	±2	1	92	6	±3
Black	91	±3	1	92	7	±4
Hispanic	91	±4	2	94	4	±4
Other Race/Ethnicity	90	±5	1	91	7	±7
Enlisted	91	±2	2	95	4	±2
E1 – E4	91	±4	3	93	4	±4
E5 – E9	91	±3	1	95	4	±2
Officers	94	±3	1	95	4	±4
USCGR	93	±3	2	94	4	±3
White	94	±3	2	95	3	±3
Total Minority	92	±4	3	91	7	±6
Black	96	±5	NR	86	14	±19
Hispanic	91	±5	5	91	4	±8
Other Race/Ethnicity	90	±8	0	93	7	±13
Enlisted	93	±3	3	93	4	±3
E1 – E4	94	±4	3	91	6	±7
E5 – E9	93	±4	2	95	3	±4
Officers	93	±4	1	95	4	±3

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

88. Does your immediate military supervisor pay too much or too little attention to...**e. Other harassment/discrimination?**

1. Too much attention

2. The right amount of attention

3. Too little attention

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	92	±1	3	89	8	±2
Enlisted	91	±1	3	89	8	±2
E1 – E4	91	±2	3	88	9	±3
E5 – E9	92	±1	3	90	8	±2
Officers	93	±2	2	92	6	±2
O1 – O3	94	±3	1	92	7	±4
O4 – O6	92	±2	2	93	5	±2
Male	92	±1	3	90	7	±2
Female	90	±2	2	87	11	±3
White	93	±2	3	91	6	±2
Total Minority	90	±1	3	85	12	±2
Black	89	±2	2	86	12	±2
Hispanic	91	±2	5	83	12	±3
AIAN	94	±5	5	89	6	±9
Asian	92	±2	3	85	12	±4
NHPI	90	±5	5	89	6	±6
Two or More Races	89	±6	1	84	15	±9
AGR/FTS/AR	92	±2	2	89	9	±3
Other Selected Reserve	92	±1	3	89	8	±2
Reserve Unit	92	±1	3	89	8	±2
Military Technician	91	±3	3	88	9	±3
IMA	91	±2	1	94	5	±2
Not Activated Past 12 Months	92	±1	3	90	8	±2
Activated Past 12 Months	92	±2	3	88	9	±3
Not Deployed Past 12 Months	92	±1	3	90	7	±2
Deployed Past 12 Months	92	±2	3	86	11	±4
ARNG	91	±2	3	88	9	±2
White	92	±3	3	90	7	±3
Total Minority	90	±2	3	83	14	±3
Black	89	±4	1	86	13	±4
Hispanic	90	±3	6	80	13	±5
Other Race/Ethnicity	90	±7	2	83	15	±9
Enlisted	91	±2	3	88	9	±3
E1 – E4	91	±4	3	88	8	±4
E5 – E9	92	±2	3	87	9	±3
Officers	91	±3	2	91	7	±4
USAR	92	±2	3	87	10	±3
White	93	±3	2	89	8	±5
Total Minority	90	±2	4	83	12	±3
Black	88	±3	3	85	13	±4
Hispanic	92	±3	7	81	12	±4
Other Race/Ethnicity	91	±4	4	84	13	±8
Enlisted	91	±2	3	86	11	±3
E1 – E4	92	±3	3	84	13	±6
E5 – E9	90	±3	3	89	8	±3
Officers	94	±3	3	89	8	±5

Note. Percent responding are Reserve component members who answered the question.

88e. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
USNR	91	±2	2	93	5	±2
White	93	±3	2	95	3	±3
Total Minority	90	±2	2	90	9	±3
Black	87	±4	1	92	7	±4
Hispanic	91	±3	2	90	8	±5
Other Race/Ethnicity	92	±3	3	87	10	±4
Enlisted	91	±3	2	92	6	±3
E1 – E4	90	±5	3	90	7	±6
E5 – E9	91	±3	2	92	6	±3
Officers	94	±3	1	96	3	±3
USMCR	92	±3	5	89	6	±4
White	93	±4	5	91	4	±6
Total Minority	91	±5	5	86	10	±6
Black	93	±4	10	80	10	±16
Hispanic	89	±7	3	87	10	±9
Other Race/Ethnicity	93	±4	3	89	8	±7
Enlisted	92	±3	5	88	6	±4
E1 – E4	92	±4	6	89	5	±6
E5 – E9	91	±4	4	87	9	±6
Officers	93	±3	3	94	3	±3
ANG	93	±2	2	93	5	±2
White	93	±2	2	94	4	±2
Total Minority	92	±2	2	90	9	±2
Black	90	±3	0	89	11	±3
Hispanic	94	±3	1	89	9	±4
Other Race/Ethnicity	92	±4	3	90	7	±4
Enlisted	92	±2	2	93	6	±2
E1 – E4	92	±4	2	96	2	±3
E5 – E9	92	±2	2	92	7	±2
Officers	95	±3	2	95	3	±4
USAFR	92	±2	1	94	5	±2
White	93	±2	1	95	4	±3
Total Minority	90	±2	1	91	8	±3
Black	90	±3	1	91	8	±4
Hispanic	90	±4	2	90	8	±5
Other Race/Ethnicity	89	±5	1	92	7	±5
Enlisted	91	±2	2	93	5	±2
E1 – E4	92	±3	3	92	5	±5
E5 – E9	91	±3	1	94	5	±2
Officers	93	±3	0	95	5	±4
USCGR	93	±3	2	93	5	±3
White	94	±3	3	94	4	±4
Total Minority	91	±4	1	91	7	±5
Black	95	±6	NR	85	15	±19
Hispanic	90	±5	3	92	5	±5
Other Race/Ethnicity	90	±8	0	93	7	±13
Enlisted	93	±3	2	93	5	±3
E1 – E4	94	±4	3	91	6	±6
E5 – E9	93	±4	2	94	4	±4
Officers	92	±4	1	94	5	±4

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

89. In your opinion, if someone in the military reported racial/ethnic harassment/discrimination, would their chances of getting promoted be...

1. The same

2. Better

3. Worse

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	93	±1	75	7	18	±2
Enlisted	93	±1	75	7	18	±2
E1 – E4	93	±2	74	8	18	±4
E5 – E9	93	±1	75	6	19	±2
Officers	94	±2	77	4	18	±3
O1 – O3	95	±3	78	4	18	±5
O4 – O6	94	±2	76	5	19	±4
Male	94	±1	76	7	17	±2
Female	92	±2	71	4	25	±4
White	94	±1	78	7	14	±2
Total Minority	92	±1	69	5	26	±2
Black	91	±2	67	4	29	±3
Hispanic	92	±2	70	5	25	±4
AIAN	95	±5	67	9	23	±16
Asian	93	±2	73	5	22	±4
NHPI	90	±7	78	4	18	±9
Two or More Races	91	±6	71	4	25	±7
AGR/FTS/AR	92	±2	76	6	18	±3
Other Selected Reserve	94	±1	75	7	18	±2
Reserve Unit	94	±1	75	7	19	±2
Military Technician	93	±2	71	6	22	±4
IMA	94	±2	79	5	16	±2
Not Activated Past 12 Months	94	±1	75	6	19	±2
Activated Past 12 Months	94	±2	75	7	18	±3
Not Deployed Past 12 Months	94	±1	76	6	18	±2
Deployed Past 12 Months	93	±2	71	9	20	±4
ARNG	93	±2	74	7	19	±3
White	94	±2	79	8	14	±4
Total Minority	91	±2	64	6	30	±4
Black	91	±3	63	4	33	±5
Hispanic	92	±3	64	7	29	±7
Other Race/Ethnicity	90	±7	68	5	27	±7
Enlisted	93	±2	74	7	19	±4
E1 – E4	93	±3	74	7	18	±6
E5 – E9	94	±2	74	7	19	±3
Officers	93	±3	76	5	19	±5
USAR	93	±2	73	7	20	±3
White	94	±3	74	9	17	±6
Total Minority	92	±2	72	4	24	±3
Black	91	±3	71	4	25	±4
Hispanic	93	±3	73	4	23	±5
Other Race/Ethnicity	93	±3	73	6	21	±8
Enlisted	93	±2	73	8	20	±4
E1 – E4	94	±3	71	10	19	±6
E5 – E9	93	±2	74	5	21	±4
Officers	94	±3	76	4	21	±6

Note: Percent responding are Reserve component members who answered the question.

89. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
USNR	93	±2	83	4	13	±3
White	94	±3	88	4	8	±4
Total Minority	91	±2	75	4	21	±4
Black	89	±3	75	4	21	±5
Hispanic	92	±3	77	3	19	±6
Other Race/Ethnicity	94	±3	73	5	23	±7
Enlisted	93	±2	83	4	13	±4
E1 – E4	93	±4	81	5	14	±7
E5 – E9	93	±3	84	3	13	±4
Officers	95	±3	82	5	13	±5
USMCR	93	±3	80	6	15	±5
White	94	±4	82	5	13	±7
Total Minority	92	±4	76	6	17	±6
Black	96	±3	75	4	21	±9
Hispanic	90	±7	79	6	15	±9
Other Race/Ethnicity	93	±4	70	10	20	±19
Enlisted	93	±3	79	6	15	±5
E1 – E4	93	±4	78	6	16	±7
E5 – E9	93	±4	82	4	14	±5
Officers	95	±2	87	5	8	±4
ANG	95	±2	76	6	18	±3
White	95	±2	78	7	15	±3
Total Minority	94	±2	68	4	28	±3
Black	92	±3	60	3	37	±5
Hispanic	94	±3	68	5	27	±6
Other Race/Ethnicity	95	±3	77	4	19	±5
Enlisted	94	±2	75	7	18	±3
E1 – E4	94	±3	80	5	15	±6
E5 – E9	94	±2	73	8	19	±3
Officers	97	±2	78	5	17	±5
USAFR	93	±2	74	6	20	±3
White	94	±2	77	7	15	±4
Total Minority	92	±2	69	3	28	±4
Black	91	±3	63	2	34	±5
Hispanic	94	±3	73	4	23	±7
Other Race/Ethnicity	91	±5	74	4	23	±6
Enlisted	93	±2	74	6	20	±3
E1 – E4	93	±3	72	9	18	±6
E5 – E9	93	±2	74	5	21	±4
Officers	96	±3	77	5	18	±6
USCGR	94	±2	80	8	12	±4
White	95	±3	81	9	10	±5
Total Minority	92	±4	76	4	19	±6
Black	96	±5	70	2	28	±15
Hispanic	91	±5	80	4	16	±8
Other Race/Ethnicity	91	±8	74	5	21	±13
Enlisted	94	±3	79	8	13	±5
E1 – E4	94	±4	77	8	15	±8
E5 – E9	94	±3	80	9	11	±6
Officers	95	±3	87	4	9	±4

Note. Percent responding are Reserve component members who answered the question.

90. In your military work group, to what extent...

a. Would members of your military work group feel free to report racial/ethnic harassment and discrimination without fear of reprisals?




















































1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	92	±1	10	10	25	29	25	±2	3.5	±0.1	
Enlisted	91	±1	11	10	26	28	25	±2	3.5	±0.1	
E1 – E4	91	±2	12	9	30	25	24	±4	3.4	±0.1	
E5 – E9	92	±1	10	11	23	31	25	±2	3.5	±0.1	
Officers	92	±2	6	9	21	36	28	±3	3.7	±0.1	
O1 – O3	93	±3	6	9	23	35	26	±5	3.7	±0.2	
O4 – O6	92	±2	7	8	19	37	30	±4	3.8	±0.1	
Male	92	±1	10	9	25	30	26	±2	3.5	±0.1	
Female	89	±3	12	14	26	26	22	±4	3.3	±0.1	
White	92	±2	9	8	23	31	28	±3	3.6	±0.1	
Total Minority	90	±2	13	13	29	25	20	±2	3.3	±0.1	
Black	89	±2	12	14	31	25	18	±3	3.2	±0.1	
Hispanic	90	±2	14	12	27	26	21	±4	3.3	±0.1	
AIAN	94	±5	10	7	27	24	32	±15	3.6	±0.4	
Asian	92	±2	11	15	32	21	20	±5	3.2	±0.2	
NHPI	91	±5	9	10	38	25	19	±16	3.3	±0.3	
Two or More Races	87	±7	12	12	28	27	21	±8	3.3	±0.2	
AGR/FTS/AR	91	±2	9	10	23	34	24	±4	3.5	±0.1	
Other Selected Reserve	92	±1	10	10	26	29	25	±2	3.5	±0.1	
Reserve Unit	92	±1	10	10	26	29	25	±2	3.5	±0.1	
Military Technician	91	±3	13	8	25	32	23	±4	3.4	±0.2	
IMA	91	±2	4	9	19	33	34	±3	3.8	±0.1	
Not Activated Past 12 Months	92	±1	10	10	25	30	26	±2	3.5	±0.1	
Activated Past 12 Months	92	±2	11	11	25	29	24	±4	3.4	±0.1	
Not Deployed Past 12 Months	92	±1	10	10	25	29	26	±2	3.5	±0.1	
Deployed Past 12 Months	91	±3	11	12	25	29	24	±5	3.4	±0.2	
ARNG	91	±2	10	9	25	30	25	±3	3.5	±0.1	
White	92	±3	9	8	23	31	28	±4	3.6	±0.2	
Total Minority	90	±2	14	13	30	25	19	±4	3.2	±0.1	
Black	90	±3	12	15	33	25	15	±5	3.2	±0.2	
Hispanic	89	±3	15	10	27	26	21	±8	3.3	±0.2	
Other Race/Ethnicity	90	±7	13	13	30	22	22	±9	3.3	±0.2	
Enlisted	92	±2	11	10	26	28	25	±4	3.5	±0.1	
E1 – E4	90	±4	11	8	30	26	25	±6	3.4	±0.2	
E5 – E9	93	±2	11	11	22	31	25	±4	3.5	±0.1	
Officers	89	±4	7	9	20	37	28	±6	3.7	±0.2	
USAR	91	±2	12	12	26	27	23	±3	3.4	±0.1	
White	92	±3	10	11	25	28	26	±5	3.5	±0.2	
Total Minority	89	±2	13	13	29	26	19	±3	3.2	±0.1	
Black	89	±3	11	15	30	25	20	±5	3.3	±0.2	
Hispanic	91	±3	17	12	24	29	18	±6	3.2	±0.2	
Other Race/Ethnicity	89	±6	11	11	34	24	19	±9	3.3	±0.3	
Enlisted	91	±2	12	12	27	26	23	±4	3.4	±0.1	
E1 – E4	91	±4	14	10	30	23	22	±6	3.3	±0.2	
E5 – E9	90	±3	10	13	23	30	24	±4	3.4	±0.1	
Officers	92	±4	9	12	23	32	24	±6	3.5	±0.2	

Note. Percent responding are Reserve component members who answered the question.

90a. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
USNR	92	±2	7	7	23	34	29	±4	3.7	±0.1	
White	94	±3	5	5	19	38	33	±6	3.9	±0.2	
Total Minority	90	±2	10	12	30	27	22	±4	3.4	±0.1	
Black	86	±4	14	9	34	26	18	±5	3.2	±0.2	
Hispanic	92	±3	8	13	27	29	23	±7	3.5	±0.2	
Other Race/Ethnicity	92	±3	7	13	28	26	26	±8	3.5	±0.2	
Enlisted	91	±2	8	9	25	31	27	±5	3.6	±0.1	
E1 – E4	90	±5	10	9	31	27	23	±8	3.5	±0.2	
E5 – E9	92	±3	7	8	23	33	28	±5	3.7	±0.2	
Officers	96	±3	4	4	16	43	34	±6	4.0	±0.2	
USMCR	91	±3	8	10	26	31	24	±5	3.5	±0.2	
White	92	±4	7	9	23	34	27	±7	3.7	±0.2	
Total Minority	90	±5	12	12	32	24	20	±7	3.3	±0.2	
Black	94	±4	9	13	31	26	21	±12	3.4	±0.2	
Hispanic	87	±7	14	11	32	25	19	±10	3.2	±0.3	
Other Race/Ethnicity	92	±5	10	15	34	19	23	±16	3.3	±0.3	
Enlisted	91	±4	9	11	27	30	23	±6	3.5	±0.2	
E1 – E4	92	±4	8	10	29	31	22	±8	3.5	±0.2	
E5 – E9	89	±5	11	14	24	27	25	±7	3.4	±0.2	
Officers	94	±3	3	5	15	36	41	±5	4.1	±0.1	
ANG	93	±2	9	10	25	30	26	±3	3.5	±0.1	
White	94	±2	8	8	25	31	27	±3	3.6	±0.1	
Total Minority	93	±2	11	15	27	25	22	±4	3.3	±0.1	
Black	90	±3	10	17	24	27	21	±5	3.3	±0.2	
Hispanic	93	±3	11	15	28	22	24	±7	3.3	±0.2	
Other Race/Ethnicity	94	±3	10	13	29	27	21	±7	3.4	±0.2	
Enlisted	93	±2	10	10	26	29	25	±3	3.5	±0.1	
E1 – E4	92	±3	9	8	28	23	32	±6	3.6	±0.2	
E5 – E9	93	±2	10	11	26	31	23	±3	3.5	±0.1	
Officers	95	±3	4	8	19	37	31	±6	3.8	±0.2	
USAFR	91	±2	9	9	24	30	28	±3	3.6	±0.1	
White	92	±3	8	7	23	32	30	±4	3.7	±0.1	
Total Minority	90	±2	11	14	28	24	23	±4	3.3	±0.1	
Black	88	±3	13	14	27	25	22	±5	3.3	±0.2	
Hispanic	92	±4	10	16	28	23	23	±7	3.3	±0.2	
Other Race/Ethnicity	89	±5	11	13	28	24	24	±7	3.4	±0.2	
Enlisted	91	±2	10	10	25	28	27	±4	3.5	±0.1	
E1 – E4	92	±3	12	10	29	23	26	±6	3.4	±0.2	
E5 – E9	91	±3	9	10	23	31	27	±4	3.6	±0.1	
Officers	94	±3	5	9	22	33	31	±6	3.8	±0.2	
USCGR	93	±3	7	6	25	31	32	±5	3.7	±0.1	
White	93	±3	5	4	23	34	33	±5	3.9	±0.2	
Total Minority	91	±4	12	11	31	21	25	±7	3.4	±0.2	
Black	94	±7	17	18	27	24	14	±19	3.0	±0.5	
Hispanic	90	±6	7	10	34	23	26	±10	3.5	±0.2	
Other Race/Ethnicity	90	±8	17	9	28	16	30	±14	3.3	±0.4	
Enlisted	93	±3	8	6	27	29	30	±5	3.7	±0.2	
E1 – E4	92	±5	8	8	31	25	27	±8	3.5	±0.2	
E5 – E9	93	±4	7	5	24	32	32	±6	3.8	±0.2	
Officers	94	±4	3	5	17	38	37	±7	4.0	±0.2	




















































Note. Percent responding are Reserve component members who answered the question.

90. In your military work group, to what extent...**b. Would complaints about racial/ethnic harassment and discrimination be taken seriously?**1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	91	±1	8	7	21	30	35	±2	3.8	±0.1	
Enlisted	91	±1	8	7	22	29	34	±2	3.7	±0.1	
E1 – E4	91	±2	10	6	26	24	33	±4	3.6	±0.1	
E5 – E9	92	±1	7	7	19	32	34	±2	3.8	±0.1	
Officers	92	±2	4	5	16	34	41	±3	4.0	±0.1	
O1 – O3	93	±3	4	4	20	34	38	±5	4.0	±0.2	
O4 – O6	93	±2	4	5	12	35	45	±4	4.1	±0.1	
Male	92	±1	7	6	21	30	36	±2	3.8	±0.1	
Female	89	±3	10	11	23	28	29	±4	3.6	±0.1	
White	92	±2	7	5	20	31	38	±3	3.9	±0.1	
Total Minority	90	±2	10	9	24	27	29	±2	3.6	±0.1	
Black	89	±2	9	10	27	26	29	±3	3.6	±0.1	
Hispanic	90	±2	12	8	21	30	29	±4	3.5	±0.1	
AIAN	94	±5	8	5	20	21	46	±14	3.9	±0.4	
Asian	92	±2	10	12	25	24	29	±5	3.5	±0.2	
NHPI	90	±5	5	6	35	22	32	±17	3.7	±0.3	
Two or More Races	87	±7	9	10	22	32	28	±8	3.6	±0.2	
AGR/FTS/AR	91	±2	6	7	20	33	35	±4	3.8	±0.1	
Other Selected Reserve	92	±1	8	6	21	29	35	±2	3.8	±0.1	
Reserve Unit	92	±1	8	6	21	29	35	±2	3.8	±0.1	
Military Technician	91	±2	9	6	21	32	32	±4	3.7	±0.2	
IMA	91	±2	3	5	14	33	45	±3	4.1	±0.1	
Not Activated Past 12 Months	92	±1	8	6	21	30	36	±2	3.8	±0.1	
Activated Past 12 Months	92	±2	8	7	23	29	33	±4	3.7	±0.1	
Not Deployed Past 12 Months	92	±1	8	6	21	30	36	±2	3.8	±0.1	
Deployed Past 12 Months	90	±3	8	8	23	29	31	±5	3.7	±0.2	
ARNG	91	±2	8	7	23	29	34	±4	3.7	±0.1	
White	92	±3	7	6	21	29	37	±5	3.8	±0.2	
Total Minority	90	±2	11	9	25	28	27	±4	3.5	±0.1	
Black	90	±3	9	10	29	26	27	±5	3.5	±0.2	
Hispanic	89	±3	13	7	21	31	28	±8	3.5	±0.2	
Other Race/Ethnicity	89	±7	11	11	26	24	28	±9	3.5	±0.2	
Enlisted	91	±2	9	7	23	28	33	±4	3.7	±0.1	
E1 – E4	90	±4	10	7	26	24	33	±6	3.6	±0.2	
E5 – E9	92	±2	7	7	20	32	34	±4	3.8	±0.1	
Officers	90	±4	4	5	17	35	39	±6	4.0	±0.2	
USAR	91	±2	9	7	23	29	32	±4	3.7	±0.1	
White	92	±3	8	6	21	30	35	±6	3.8	±0.2	
Total Minority	89	±2	10	9	24	28	28	±3	3.5	±0.1	
Black	88	±3	8	11	28	24	29	±5	3.5	±0.2	
Hispanic	92	±3	14	9	19	32	26	±6	3.5	±0.2	
Other Race/Ethnicity	88	±6	7	8	26	27	32	±9	3.7	±0.2	
Enlisted	91	±2	10	7	23	28	32	±4	3.6	±0.1	
E1 – E4	91	±4	13	6	26	23	32	±7	3.6	±0.2	
E5 – E9	90	±3	7	9	20	32	32	±4	3.7	±0.1	
Officers	93	±3	5	7	20	34	33	±6	3.8	±0.2	

Note. Percent responding are Reserve component members who answered the question.

90b. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
USNR	92	±2	6	5	17	30	41	±4	4.0	±0.1	
White	94	±3	5	3	14	32	46	±6	4.1	±0.2	
Total Minority	90	±2	9	8	22	28	33	±4	3.7	±0.1	
Black	87	±4	10	6	26	29	29	±5	3.6	±0.2	
Hispanic	91	±3	8	8	20	30	34	±7	3.7	±0.2	
Other Race/Ethnicity	93	±3	8	12	21	23	37	±8	3.7	±0.2	
Enlisted	92	±2	7	6	20	29	39	±5	3.9	±0.1	
E1 – E4	90	±5	9	8	24	20	39	±9	3.7	±0.3	
E5 – E9	92	±3	6	5	18	31	39	±5	3.9	±0.2	
Officers	95	±3	3	2	8	37	50	±6	4.3	±0.2	
USMCR	92	±3	7	9	21	29	33	±5	3.7	±0.2	
White	93	±4	5	9	17	33	35	±7	3.8	±0.2	
Total Minority	89	±5	10	10	28	22	30	±7	3.5	±0.2	
Black	93	±4	7	7	28	22	36	±12	3.7	±0.3	
Hispanic	87	±7	11	9	28	24	27	±9	3.5	±0.3	
Other Race/Ethnicity	92	±5	9	14	30	15	33	±17	3.5	±0.4	
Enlisted	92	±3	7	10	22	29	31	±6	3.7	±0.2	
E1 – E4	92	±4	7	10	24	29	30	±8	3.6	±0.2	
E5 – E9	91	±4	8	9	20	29	35	±7	3.7	±0.2	
Officers	93	±3	3	4	9	33	52	±5	4.3	±0.1	
ANG	93	±2	6	6	18	32	37	±3	3.9	±0.1	
White	93	±2	6	4	17	33	39	±4	4.0	±0.1	
Total Minority	93	±2	9	10	23	28	30	±4	3.6	±0.1	
Black	90	±3	8	11	21	29	31	±5	3.6	±0.2	
Hispanic	93	±3	9	12	25	24	30	±7	3.6	±0.2	
Other Race/Ethnicity	94	±3	9	9	22	30	30	±7	3.6	±0.2	
Enlisted	93	±2	7	6	19	32	36	±3	3.8	±0.1	
E1 – E4	91	±4	6	4	22	25	43	±7	3.9	±0.2	
E5 – E9	93	±2	7	6	18	34	34	±3	3.8	±0.1	
Officers	96	±3	3	4	14	32	45	±6	4.1	±0.2	
USAFR	91	±2	5	5	17	32	41	±3	4.0	±0.1	
White	92	±3	5	2	15	34	44	±5	4.1	±0.1	
Total Minority	89	±2	7	9	22	28	34	±4	3.7	±0.1	
Black	88	±3	8	11	22	29	32	±5	3.7	±0.2	
Hispanic	92	±3	6	8	24	25	38	±7	3.8	±0.2	
Other Race/Ethnicity	88	±5	7	8	20	34	32	±7	3.7	±0.2	
Enlisted	90	±2	6	5	19	31	38	±4	3.9	±0.1	
E1 – E4	91	±3	10	4	24	28	35	±6	3.7	±0.2	
E5 – E9	90	±3	5	5	17	33	40	±5	4.0	±0.1	
Officers	94	±3	2	5	10	35	48	±7	4.2	±0.2	
USCGR	93	±3	4	3	20	29	44	±5	4.0	±0.1	
White	93	±3	3	2	17	31	46	±6	4.2	±0.2	
Total Minority	91	±4	8	7	26	25	35	±7	3.7	±0.2	
Black	94	±7	9	10	27	26	28	±23	3.6	±0.5	
Hispanic	90	±6	5	7	27	27	34	±10	3.8	±0.3	
Other Race/Ethnicity	90	±8	12	4	25	19	39	±15	3.7	±0.4	
Enlisted	92	±3	5	3	21	28	42	±5	4.0	±0.2	
E1 – E4	92	±5	5	5	25	28	38	±9	3.9	±0.2	
E5 – E9	93	±4	5	2	20	28	45	±7	4.1	±0.2	
Officers	94	±4	0	3	11	35	50	±7	4.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

90. In your military work group, to what extent...**c. Would people be able to get away with racial/ethnic harassment and discrimination?**1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	91	±1	48	20	17	8	7	±2	2.1	±0.1	
Enlisted	91	±1	48	19	18	8	7	±2	2.1	±0.1	
E1 – E4	91	±2	47	18	20	7	8	±4	2.1	±0.1	
E5 – E9	92	±1	49	21	16	8	7	±2	2.0	±0.1	
Officers	92	±2	49	25	12	7	8	±3	2.0	±0.1	
O1 – O3	93	±3	44	25	14	8	9	±5	2.1	±0.2	
O4 – O6	92	±2	54	23	9	7	7	±4	1.9	±0.1	
Male	92	±1	49	20	16	8	7	±2	2.0	±0.1	
Female	89	±3	43	22	20	7	9	±4	2.2	±0.1	
White	92	±2	50	20	15	7	8	±3	2.0	±0.1	
Total Minority	90	±2	43	20	21	10	7	±2	2.2	±0.1	
Black	89	±2	41	20	22	10	7	±3	2.2	±0.1	
Hispanic	90	±2	44	19	19	9	8	±4	2.2	±0.1	
AIAN	93	±5	51	21	14	5	10	±17	2.0	±0.4	
Asian	91	±2	36	23	25	10	6	±5	2.3	±0.1	
NHPI	90	±5	51	11	26	8	4	±13	2.0	±0.3	
Two or More Races	87	±7	46	22	17	10	6	±8	2.1	±0.2	
AGR/FTS/AR	91	±2	49	21	15	8	6	±4	2.0	±0.1	
Other Selected Reserve	92	±1	48	20	17	7	8	±2	2.1	±0.1	
Reserve Unit	92	±1	48	20	17	7	8	±2	2.1	±0.1	
Military Technician	91	±2	47	21	18	8	6	±4	2.0	±0.1	
IMA	91	±2	54	21	11	7	7	±3	1.9	±0.1	
Not Activated Past 12 Months	92	±1	49	20	17	8	7	±2	2.1	±0.1	
Activated Past 12 Months	92	±2	46	21	18	8	8	±4	2.1	±0.1	
Not Deployed Past 12 Months	92	±1	48	20	16	8	7	±2	2.1	±0.1	
Deployed Past 12 Months	91	±3	45	20	20	7	8	±5	2.1	±0.2	
ARNG	91	±2	47	21	17	8	8	±4	2.1	±0.1	
White	92	±3	49	21	15	7	8	±5	2.0	±0.2	
Total Minority	89	±2	42	20	21	10	8	±4	2.2	±0.1	
Black	90	±3	41	20	23	10	7	±6	2.2	±0.2	
Hispanic	89	±3	43	18	19	10	10	±7	2.2	±0.2	
Other Race/Ethnicity	90	±7	41	25	20	8	7	±9	2.1	±0.2	
Enlisted	92	±2	47	20	18	8	7	±4	2.1	±0.1	
E1 – E4	90	±4	48	19	18	8	8	±7	2.1	±0.2	
E5 – E9	93	±2	46	22	17	8	7	±4	2.1	±0.1	
Officers	89	±4	47	23	12	9	9	±6	2.1	±0.2	
USAR	91	±2	45	20	20	7	8	±4	2.1	±0.1	
White	93	±3	47	20	19	5	9	±6	2.1	±0.2	
Total Minority	89	±2	42	21	21	10	6	±4	2.2	±0.1	
Black	88	±3	38	22	22	10	7	±5	2.3	±0.2	
Hispanic	91	±3	46	21	18	10	6	±6	2.1	±0.2	
Other Race/Ethnicity	88	±6	42	18	23	11	5	±9	2.2	±0.2	
Enlisted	91	±2	45	19	21	7	8	±4	2.2	±0.1	
E1 – E4	91	±4	43	17	25	6	8	±7	2.2	±0.2	
E5 – E9	90	±3	46	20	16	9	8	±4	2.1	±0.2	
Officers	93	±3	46	27	15	7	6	±6	2.0	±0.2	

Note. Percent responding are Reserve component members who answered the question.

90c. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
USNR	92	±2	52	19	15	8	6	±4	2.0	±0.1	<div></div>
White	93	±3	57	20	10	8	5	±6	1.8	±0.2	<div></div>
Total Minority	90	±2	44	18	21	9	7	±4	2.2	±0.1	<div></div>
Black	86	±4	45	16	22	10	7	±6	2.2	±0.2	<div></div>
Hispanic	92	±3	46	19	20	7	7	±7	2.1	±0.2	<div></div>
Other Race/Ethnicity	92	±3	42	19	21	11	8	±7	2.2	±0.2	<div></div>
Enlisted	91	±3	50	18	17	9	6	±5	2.0	±0.1	<div></div>
E1 – E4	90	±5	39	22	21	9	10	±9	2.3	±0.3	<div></div>
E5 – E9	91	±3	53	17	16	9	5	±5	2.0	±0.2	<div></div>
Officers	95	±3	59	21	7	8	4	±6	1.8	±0.2	<div></div>
USMCR	91	±3	47	19	18	7	8	±5	2.1	±0.2	<div></div>
White	93	±4	47	20	17	7	9	±7	2.1	±0.2	<div></div>
Total Minority	89	±5	48	17	21	7	7	±7	2.1	±0.2	<div></div>
Black	93	±4	50	15	21	6	8	±13	2.1	±0.3	<div></div>
Hispanic	86	±7	46	17	21	9	7	±10	2.1	±0.3	<div></div>
Other Race/Ethnicity	91	±5	49	20	20	4	6	±15	2.0	±0.3	<div></div>
Enlisted	91	±3	46	19	20	7	8	±6	2.1	±0.2	<div></div>
E1 – E4	92	±4	44	20	21	7	9	±8	2.2	±0.2	<div></div>
E5 – E9	90	±4	54	17	17	7	6	±7	1.9	±0.2	<div></div>
Officers	93	±3	55	21	8	6	10	±5	1.9	±0.2	<div></div>
ANG	93	±2	52	20	15	7	6	±3	2.0	±0.1	<div></div>
White	93	±2	54	21	13	6	6	±4	1.9	±0.1	<div></div>
Total Minority	92	±2	44	19	20	10	7	±4	2.2	±0.1	<div></div>
Black	90	±3	42	20	19	11	9	±5	2.3	±0.2	<div></div>
Hispanic	94	±3	43	19	22	9	6	±7	2.2	±0.2	<div></div>
Other Race/Ethnicity	94	±3	48	19	20	9	5	±7	2.0	±0.2	<div></div>
Enlisted	93	±2	52	19	15	7	6	±3	2.0	±0.1	<div></div>
E1 – E4	92	±3	55	14	19	6	7	±7	2.0	±0.2	<div></div>
E5 – E9	93	±2	52	21	14	8	6	±3	1.9	±0.1	<div></div>
Officers	96	±3	47	28	12	6	7	±6	2.0	±0.2	<div></div>
USAFR	91	±2	52	20	13	7	9	±3	2.0	±0.1	<div></div>
White	92	±3	56	19	10	7	9	±5	1.9	±0.2	<div></div>
Total Minority	89	±2	44	21	18	8	9	±4	2.1	±0.1	<div></div>
Black	88	±3	46	20	17	8	9	±5	2.1	±0.2	<div></div>
Hispanic	92	±3	42	21	20	8	9	±7	2.2	±0.2	<div></div>
Other Race/Ethnicity	89	±5	45	23	17	8	7	±7	2.1	±0.2	<div></div>
Enlisted	90	±2	52	19	14	7	8	±4	2.0	±0.1	<div></div>
E1 – E4	91	±4	53	15	17	8	7	±6	2.0	±0.2	<div></div>
E5 – E9	90	±3	52	20	12	7	8	±4	2.0	±0.2	<div></div>
Officers	94	±3	51	24	8	6	11	±7	2.0	±0.2	<div></div>
USCGR	93	±3	48	19	17	8	9	±5	2.1	±0.2	<div></div>
White	93	±3	49	20	14	8	10	±6	2.1	±0.2	<div></div>
Total Minority	91	±4	46	15	25	7	6	±7	2.1	±0.2	<div></div>
Black	94	±7	48	5	32	11	3	±18	2.2	±0.4	<div></div>
Hispanic	90	±6	38	20	26	7	9	±10	2.3	±0.3	<div></div>
Other Race/Ethnicity	89	±9	56	13	21	6	3	±14	1.9	±0.3	<div></div>
Enlisted	92	±3	48	18	18	7	9	±5	2.1	±0.2	<div></div>
E1 – E4	91	±5	47	16	23	8	6	±9	2.1	±0.3	<div></div>
E5 – E9	93	±4	48	19	15	6	11	±7	2.1	±0.2	<div></div>
Officers	94	±4	49	23	10	11	8	±7	2.0	±0.2	<div></div>

Note. Percent responding are Reserve component members who answered the question.

90. In your military work group, to what extent...

d. Are policies forbidding racial/ethnic harassment and discrimination publicized?

1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	91	±1	11	7	22	28	33	±2	3.6	±0.1	
Enlisted	91	±1	12	7	23	26	32	±2	3.6	±0.1	
E1 – E4	90	±2	14	7	28	22	29	±4	3.4	±0.1	
E5 – E9	92	±1	9	7	19	29	35	±2	3.7	±0.1	
Officers	92	±2	7	6	16	35	37	±3	3.9	±0.1	
O1 – O3	93	±3	8	6	17	34	35	±5	3.8	±0.2	
O4 – O6	92	±2	5	5	15	36	39	±4	4.0	±0.1	
Male	92	±1	11	6	21	28	34	±2	3.7	±0.1	
Female	89	±3	12	10	25	25	28	±4	3.5	±0.1	
White	92	±2	9	6	21	29	35	±3	3.8	±0.1	
Total Minority	90	±2	14	9	25	24	29	±2	3.4	±0.1	
Black	89	±2	12	10	26	23	29	±3	3.5	±0.1	
Hispanic	90	±2	17	8	24	25	27	±4	3.4	±0.2	
AIAN	94	±5	11	7	18	15	49	±14	3.8	±0.4	
Asian	92	±2	13	12	29	21	25	±5	3.3	±0.2	
NHPI	90	±5	10	7	25	24	33	±17	3.6	±0.4	
Two or More Races	87	±7	16	6	20	29	29	±8	3.5	±0.3	
AGR/FTS/AR	91	±2	7	7	20	32	34	±4	3.8	±0.1	
Other Selected Reserve	91	±1	11	7	22	27	33	±2	3.6	±0.1	
Reserve Unit	91	±1	11	7	22	27	33	±2	3.6	±0.1	
Military Technician	90	±3	11	6	21	30	33	±4	3.7	±0.1	
IMA	91	±2	5	5	20	31	39	±3	3.9	±0.1	
Not Activated Past 12 Months	91	±1	11	7	22	27	33	±2	3.7	±0.1	
Activated Past 12 Months	91	±2	12	7	22	28	32	±4	3.6	±0.1	
Not Deployed Past 12 Months	92	±1	11	7	22	28	33	±2	3.7	±0.1	
Deployed Past 12 Months	91	±3	12	7	23	27	31	±5	3.6	±0.2	
ARNG	91	±2	11	7	22	27	33	±3	3.6	±0.1	
White	92	±3	9	6	21	29	34	±4	3.7	±0.2	
Total Minority	89	±3	15	9	24	22	29	±4	3.4	±0.2	
Black	90	±3	13	9	26	24	28	±5	3.5	±0.2	
Hispanic	89	±3	19	8	22	22	29	±8	3.3	±0.3	
Other Race/Ethnicity	90	±7	14	9	23	20	33	±10	3.5	±0.3	
Enlisted	91	±2	12	7	23	26	32	±4	3.6	±0.1	
E1 – E4	90	±4	15	7	28	22	29	±6	3.4	±0.2	
E5 – E9	92	±2	9	8	18	30	35	±4	3.7	±0.1	
Officers	90	±4	6	4	15	35	39	±6	4.0	±0.2	
USAR	91	±2	12	6	22	29	31	±4	3.6	±0.1	
White	93	±3	10	4	20	32	35	±6	3.8	±0.2	
Total Minority	89	±2	14	9	24	25	27	±3	3.4	±0.1	
Black	88	±3	11	11	26	23	30	±5	3.5	±0.2	
Hispanic	91	±3	19	7	24	27	23	±6	3.3	±0.2	
Other Race/Ethnicity	88	±6	14	7	23	27	28	±9	3.5	±0.3	
Enlisted	91	±2	12	6	23	27	32	±4	3.6	±0.1	
E1 – E4	91	±4	14	5	27	25	29	±7	3.5	±0.2	
E5 – E9	91	±3	10	8	18	30	34	±4	3.7	±0.1	
Officers	92	±4	10	6	17	35	31	±6	3.7	±0.2	

Note. Percent responding are Reserve component members who answered the question.

90d. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
USNR	92	±2	10	7	21	28	34	±4	3.7	±0.1	
White	94	±3	9	6	18	29	38	±6	3.8	±0.2	
Total Minority	90	±2	12	8	26	27	28	±4	3.5	±0.1	
Black	86	±4	14	7	29	23	28	±5	3.4	±0.2	
Hispanic	92	±3	11	7	25	31	25	±7	3.5	±0.2	
Other Race/Ethnicity	92	±3	11	11	23	24	31	±8	3.5	±0.2	
Enlisted	92	±2	11	8	23	26	32	±5	3.6	±0.2	
E1 – E4	91	±5	16	12	28	17	27	±8	3.3	±0.3	
E5 – E9	92	±3	10	6	22	29	33	±5	3.7	±0.2	
Officers	95	±3	6	4	13	35	42	±6	4.0	±0.2	
USMCR	91	±3	13	8	24	23	31	±5	3.5	±0.2	
White	92	±4	12	8	22	25	33	±7	3.6	±0.2	
Total Minority	88	±5	15	8	28	20	29	±6	3.4	±0.2	
Black	93	±4	11	6	35	20	27	±13	3.5	±0.3	
Hispanic	85	±8	15	10	26	23	27	±9	3.4	±0.3	
Other Race/Ethnicity	92	±5	18	8	23	13	37	±16	3.4	±0.5	
Enlisted	91	±4	14	9	25	23	30	±6	3.4	±0.2	
E1 – E4	91	±5	15	9	28	22	26	±8	3.3	±0.3	
E5 – E9	91	±4	11	8	17	26	38	±7	3.7	±0.2	
Officers	94	±3	3	4	16	30	47	±5	4.1	±0.1	
ANG	93	±2	9	7	23	27	34	±3	3.7	±0.1	
White	94	±2	8	7	22	28	36	±3	3.8	±0.1	
Total Minority	92	±2	11	9	27	25	28	±4	3.5	±0.1	
Black	90	±3	11	9	24	24	31	±5	3.5	±0.2	
Hispanic	93	±3	12	8	30	25	26	±7	3.5	±0.2	
Other Race/Ethnicity	94	±3	11	9	27	27	25	±7	3.5	±0.2	
Enlisted	93	±2	9	7	25	26	33	±3	3.7	±0.1	
E1 – E4	92	±3	11	7	33	19	29	±6	3.5	±0.2	
E5 – E9	93	±2	9	7	22	28	35	±3	3.7	±0.1	
Officers	96	±3	4	8	16	36	36	±6	3.9	±0.2	
USAFR	91	±2	10	7	21	28	35	±3	3.7	±0.1	
White	92	±3	9	5	19	30	38	±4	3.8	±0.1	
Total Minority	89	±2	11	10	25	24	30	±4	3.5	±0.1	
Black	87	±3	12	12	24	19	32	±5	3.5	±0.2	
Hispanic	92	±3	10	6	25	30	29	±7	3.6	±0.2	
Other Race/Ethnicity	88	±5	11	10	28	23	28	±7	3.5	±0.2	
Enlisted	90	±2	11	7	23	27	34	±4	3.7	±0.1	
E1 – E4	92	±3	14	7	32	21	25	±6	3.4	±0.2	
E5 – E9	90	±3	9	6	18	29	37	±4	3.8	±0.1	
Officers	94	±3	5	7	15	32	41	±7	4.0	±0.2	
USCGR	92	±3	6	5	24	29	37	±5	3.9	±0.1	
White	93	±3	5	4	23	29	39	±6	3.9	±0.2	
Total Minority	90	±4	8	9	29	26	28	±7	3.6	±0.2	
Black	92	±7	4	9	30	35	21	±20	3.6	±0.4	
Hispanic	90	±6	8	8	30	23	32	±10	3.6	±0.3	
Other Race/Ethnicity	90	±8	11	10	26	26	26	±14	3.5	±0.4	
Enlisted	92	±3	7	6	26	27	35	±5	3.8	±0.2	
E1 – E4	92	±5	7	7	35	25	26	±9	3.6	±0.2	
E5 – E9	93	±4	7	5	21	28	40	±7	3.9	±0.2	
Officers	93	±4	1	2	15	39	43	±7	4.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.

90. In your military work group, to what extent...**e. Are complaint procedures related to racial/ethnic harassment and discrimination publicized?**1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent















































	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	91	±1	15	10	24	24	27	±2	3.4	±0.1	
Enlisted	91	±1	16	10	25	23	26	±2	3.3	±0.1	
E1 – E4	90	±2	19	10	29	19	23	±4	3.2	±0.1	
E5 – E9	92	±1	13	10	22	26	29	±2	3.5	±0.1	
Officers	92	±2	9	9	19	30	32	±3	3.7	±0.1	
O1 – O3	93	±3	10	10	19	29	32	±5	3.6	±0.2	
O4 – O6	92	±2	7	8	20	32	32	±4	3.7	±0.1	
Male	92	±1	14	9	24	25	28	±2	3.4	±0.1	
Female	89	±3	16	13	26	22	22	±4	3.2	±0.1	
White	92	±2	13	8	23	26	29	±3	3.5	±0.1	
Total Minority	89	±2	18	12	27	20	22	±2	3.2	±0.1	
Black	89	±2	16	13	29	20	23	±3	3.2	±0.1	
Hispanic	89	±2	21	12	25	21	21	±4	3.1	±0.2	
AIAN	93	±5	16	8	20	14	43	±15	3.6	±0.5	
Asian	91	±2	15	16	33	18	19	±6	3.1	±0.2	
NHPI	90	±5	18	7	37	21	17	±16	3.1	±0.3	
Two or More Races	86	±7	20	10	22	23	24	±8	3.2	±0.3	
AGR/FTS/AR	91	±2	11	9	22	30	28	±4	3.5	±0.1	
Other Selected Reserve	91	±1	15	10	24	24	27	±2	3.4	±0.1	
Reserve Unit	91	±1	15	10	24	24	27	±2	3.4	±0.1	
Military Technician	90	±3	16	8	23	27	26	±4	3.4	±0.2	
IMA	91	±2	7	8	22	30	33	±3	3.7	±0.1	
Not Activated Past 12 Months	91	±2	15	10	24	24	27	±2	3.4	±0.1	
Activated Past 12 Months	92	±2	15	9	24	24	27	±4	3.4	±0.1	
Not Deployed Past 12 Months	91	±1	15	10	24	24	27	±2	3.4	±0.1	
Deployed Past 12 Months	91	±3	15	10	25	25	27	±5	3.4	±0.2	
ARNG	91	±2	15	10	24	24	27	±3	3.4	±0.1	
White	91	±3	13	9	23	26	29	±4	3.5	±0.2	
Total Minority	89	±3	20	12	27	18	22	±4	3.1	±0.2	
Black	90	±3	17	12	30	20	21	±5	3.2	±0.2	
Hispanic	89	±3	24	11	24	19	22	±8	3.0	±0.3	
Other Race/Ethnicity	89	±7	19	13	29	15	24	±10	3.1	±0.3	
Enlisted	91	±2	17	10	25	23	26	±4	3.3	±0.1	
E1 – E4	90	±4	20	10	30	19	22	±6	3.1	±0.2	
E5 – E9	92	±2	13	10	21	27	29	±4	3.5	±0.2	
Officers	88	±4	7	10	17	30	36	±6	3.8	±0.2	
USAR	91	±2	16	10	23	25	26	±4	3.4	±0.1	
White	92	±3	14	7	22	26	29	±5	3.5	±0.2	
Total Minority	89	±2	19	12	24	22	23	±3	3.2	±0.1	
Black	89	±3	15	13	27	20	24	±5	3.2	±0.2	
Hispanic	90	±3	24	13	20	24	20	±6	3.0	±0.2	
Other Race/Ethnicity	88	±6	19	8	25	25	24	±9	3.3	±0.3	
Enlisted	90	±3	16	10	23	24	27	±4	3.3	±0.2	
E1 – E4	90	±4	18	10	27	21	25	±6	3.3	±0.2	
E5 – E9	90	±3	15	10	20	26	29	±4	3.4	±0.2	
Officers	92	±4	16	8	23	28	25	±6	3.4	±0.2	

Note. Percent responding are Reserve component members who answered the question.

90e. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
USNR	92	±2	12	10	22	27	28	±4	3.5	±0.1	
White	94	±3	11	9	18	30	32	±5	3.6	±0.2	
Total Minority	90	±2	15	12	29	23	21	±4	3.2	±0.1	
Black	86	±4	17	8	30	21	23	±5	3.3	±0.2	
Hispanic	92	±3	14	14	29	26	17	±7	3.2	±0.2	
Other Race/Ethnicity	92	±3	12	15	27	22	24	±8	3.3	±0.2	
Enlisted	91	±2	15	11	25	24	26	±4	3.4	±0.2	
E1 – E4	90	±5	16	13	31	14	25	±8	3.2	±0.3	
E5 – E9	92	±3	14	10	22	27	26	±5	3.4	±0.2	
Officers	95	±3	6	7	15	38	35	±6	3.9	±0.2	
USMCR	90	±3	15	11	24	23	28	±5	3.4	±0.2	
White	92	±4	14	10	21	25	29	±7	3.4	±0.2	
Total Minority	87	±5	16	11	28	18	27	±6	3.3	±0.2	
Black	94	±4	14	12	35	15	24	±13	3.2	±0.2	
Hispanic	82	±9	17	12	26	20	25	±9	3.3	±0.3	
Other Race/Ethnicity	92	±5	19	9	24	14	34	±15	3.4	±0.5	
Enlisted	90	±4	16	11	24	22	27	±6	3.3	±0.2	
E1 – E4	90	±5	17	11	28	20	24	±8	3.2	±0.3	
E5 – E9	90	±4	14	11	16	25	35	±7	3.6	±0.2	
Officers	93	±3	6	5	18	30	41	±5	4.0	±0.2	
ANG	93	±2	12	9	27	25	27	±3	3.5	±0.1	
White	93	±2	11	8	26	26	29	±3	3.5	±0.1	
Total Minority	92	±2	16	13	30	20	21	±4	3.2	±0.1	
Black	89	±3	18	13	28	20	22	±5	3.2	±0.2	
Hispanic	92	±3	15	12	31	21	20	±7	3.2	±0.2	
Other Race/Ethnicity	94	±3	14	15	32	19	20	±6	3.2	±0.2	
Enlisted	93	±2	13	9	28	24	27	±3	3.4	±0.1	
E1 – E4	92	±3	16	9	34	16	25	±6	3.3	±0.2	
E5 – E9	93	±2	12	9	25	26	27	±3	3.5	±0.1	
Officers	96	±3	6	10	23	32	30	±6	3.7	±0.2	
USAFR	91	±2	13	9	25	25	28	±3	3.5	±0.1	
White	92	±3	11	7	24	28	31	±4	3.6	±0.2	
Total Minority	88	±3	15	14	29	19	22	±4	3.2	±0.1	
Black	87	±3	17	16	25	18	23	±5	3.1	±0.2	
Hispanic	91	±4	12	12	34	20	22	±8	3.3	±0.2	
Other Race/Ethnicity	86	±6	14	14	32	20	19	±8	3.2	±0.2	
Enlisted	90	±2	14	9	27	24	26	±4	3.4	±0.1	
E1 – E4	90	±4	20	8	33	18	20	±6	3.1	±0.2	
E5 – E9	90	±3	11	9	24	26	29	±4	3.5	±0.2	
Officers	94	±3	8	10	20	28	35	±7	3.7	±0.2	
USCGR	92	±3	8	7	29	26	29	±4	3.6	±0.2	
White	93	±3	7	6	28	28	31	±5	3.7	±0.2	
Total Minority	90	±4	11	9	34	22	24	±7	3.4	±0.2	
Black	94	±7	12	10	30	26	21	±20	3.3	±0.5	
Hispanic	88	±6	10	7	34	22	26	±10	3.5	±0.3	
Other Race/Ethnicity	90	±8	13	11	35	19	22	±13	3.3	±0.4	
Enlisted	92	±3	9	8	30	25	28	±5	3.5	±0.2	
E1 – E4	91	±5	8	8	39	22	23	±9	3.4	±0.2	
E5 – E9	92	±4	10	8	25	26	31	±6	3.6	±0.2	
Officers	93	±4	2	4	25	34	34	±7	3.9	±0.2	

Note. Percent responding are Reserve component members who answered the question.

91. In the past 12 months, have you had training on topics related to racial/ethnic harassment and discrimination?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	93	±1	90	±1	
Enlisted	93	±1	90	±2	
E1 – E4	92	±2	90	±3	
E5 – E9	93	±1	90	±2	
Officers	94	±2	89	±2	
O1 – O3	95	±3	87	±4	
O4 – O6	94	±2	91	±3	
Male	93	±1	91	±2	
Female	91	±2	86	±3	
White	94	±2	92	±2	
Total Minority	91	±1	87	±2	
Black	90	±2	86	±2	
Hispanic	91	±2	88	±2	
AIAN	95	±5	90	±6	
Asian	92	±2	83	±4	
NHPI	91	±5	85	±11	
Two or More Races	88	±7	87	±6	
AGR/FTS/AR	92	±2	91	±3	
Other Selected Reserve	93	±1	90	±2	
Reserve Unit	93	±1	90	±2	
Military Technician	92	±2	92	±2	
IMA	94	±2	84	±2	
Not Activated Past 12 Months	93	±1	90	±2	
Activated Past 12 Months	93	±2	92	±2	
Not Deployed Past 12 Months	93	±1	90	±2	
Deployed Past 12 Months	92	±3	92	±3	
ARNG	92	±2	90	±2	
White	93	±2	92	±3	
Total Minority	90	±2	86	±3	
Black	90	±3	86	±4	
Hispanic	90	±3	87	±4	
Other Race/Ethnicity	90	±7	83	±6	
Enlisted	93	±2	90	±3	
E1 – E4	92	±4	90	±4	
E5 – E9	93	±2	89	±3	
Officers	91	±3	91	±4	
USAR	92	±2	89	±2	
White	94	±3	92	±4	
Total Minority	90	±2	87	±3	
Black	90	±3	88	±4	
Hispanic	92	±3	86	±4	
Other Race/Ethnicity	90	±6	86	±6	
Enlisted	92	±2	90	±3	
E1 – E4	93	±3	90	±4	
E5 – E9	92	±2	90	±3	
Officers	94	±3	86	±5	

Note. Percent responding are Reserve component members who answered the question.

91. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
USNR	93	±2	94	±2	
White	94	±3	95	±3	
Total Minority	91	±2	92	±2	
Black	88	±3	90	±4	
Hispanic	91	±4	94	±3	
Other Race/Ethnicity	93	±3	91	±3	
Enlisted	92	±3	93	±3	
E1 – E4	91	±5	92	±6	
E5 – E9	92	±3	94	±3	
Officers	96	±3	96	±3	
USMCR	93	±3	92	±3	
White	94	±4	92	±5	
Total Minority	91	±4	92	±3	
Black	96	±3	87	±7	
Hispanic	88	±7	94	±3	
Other Race/Ethnicity	92	±5	92	±6	
Enlisted	93	±3	92	±4	
E1 – E4	93	±4	94	±5	
E5 – E9	92	±4	89	±6	
Officers	95	±2	88	±4	
ANG	94	±2	92	±2	
White	95	±2	92	±2	
Total Minority	93	±2	88	±2	
Black	91	±3	85	±4	
Hispanic	95	±2	90	±3	
Other Race/Ethnicity	95	±3	89	±4	
Enlisted	94	±2	92	±2	
E1 – E4	93	±3	90	±5	
E5 – E9	94	±2	92	±2	
Officers	97	±2	91	±4	
USAFR	92	±2	87	±2	
White	93	±2	90	±3	
Total Minority	91	±2	82	±3	
Black	89	±3	82	±5	
Hispanic	93	±3	85	±6	
Other Race/Ethnicity	89	±5	80	±7	
Enlisted	92	±2	88	±3	
E1 – E4	92	±3	87	±5	
E5 – E9	92	±2	88	±3	
Officers	95	±3	86	±5	
USCGR	94	±3	95	±3	
White	94	±3	95	±3	
Total Minority	92	±4	92	±4	
Black	96	±5	84	±13	
Hispanic	91	±5	93	±7	
Other Race/Ethnicity	91	±8	95	±7	
Enlisted	93	±3	95	±3	
E1 – E4	93	±5	94	±6	
E5 – E9	94	±3	95	±3	
Officers	95	±3	94	±4	

Note. Percent responding are Reserve component members who answered the question.

92. My National Guard/Reserve component's training...

a. Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree
6. Does not apply/My training did not cover this

	Percent Responding		Percentages						Max ME	Average Agreement		
			1	2	3	4	5	6				
TOTAL DOD	81	±2	1	1	13	39	45	1	±2	4.3	±0.1	
Enlisted	81	±2	1	1	13	39	45	1	±2	4.3	±0.1	
E1 – E4	81	±3	2	1	15	34	47	1	±4	4.3	±0.1	
E5 – E9	81	±2	1	1	12	43	43	1	±2	4.3	±0.1	
Officers	80	±3	1	0	8	41	48	1	±3	4.4	±0.1	
O1 – O3	78	±4	2	0	9	36	52	1	±6	4.4	±0.1	
O4 – O6	82	±3	0	0	8	45	45	1	±4	4.4	±0.1	
Male	82	±2	1	1	13	39	45	1	±2	4.3	±0.1	
Female	75	±3	1	1	12	41	44	1	±4	4.3	±0.1	
White	83	±2	1	1	13	39	45	1	±3	4.3	±0.1	
Total Minority	76	±2	1	1	12	40	44	1	±3	4.3	±0.1	
Black	74	±3	1	1	11	43	44	1	±3	4.3	±0.1	
Hispanic	78	±3	0	1	14	38	45	1	±4	4.3	±0.1	
AIAN	84	±7	1	0	9	34	55	1	±14	4.4	±0.2	
Asian	72	±5	1	1	16	43	38	2	±4	4.2	±0.1	
NHPI	75	±10	0	1	10	36	52	0	±15	4.4	±0.2	
Two or More Races	75	±8	2	1	9	39	47	2	±9	4.3	±0.2	
AGR/FTS/AR	81	±3	1	1	11	44	42	2	±4	4.3	±0.1	
Other Selected Reserve	81	±2	1	1	13	39	45	1	±2	4.3	±0.1	
Reserve Unit	81	±2	1	1	13	39	45	1	±2	4.3	±0.1	
Military Technician	82	±3	1	1	14	43	41	1	±5	4.2	±0.1	
IMA	75	±3	1	1	11	42	43	3	±3	4.3	±0.1	
Not Activated Past 12 Months	81	±2	1	1	12	40	45	1	±2	4.3	±0.1	
Activated Past 12 Months	82	±3	2	1	13	39	45	1	±4	4.3	±0.1	
Not Deployed Past 12 Months	81	±2	1	1	12	39	46	1	±2	4.3	±0.1	
Deployed Past 12 Months	81	±4	0	1	13	43	42	1	±5	4.3	±0.1	
ARNG	80	±3	2	0	13	39	45	1	±4	4.3	±0.1	
White	83	±4	2	0	13	38	45	1	±5	4.3	±0.1	
Total Minority	74	±3	1	0	13	41	44	1	±5	4.3	±0.1	
Black	74	±5	1	0	10	44	43	1	±6	4.3	±0.1	
Hispanic	77	±5	0	0	15	37	46	1	±8	4.3	±0.2	
Other Race/Ethnicity	70	±8	1	1	12	40	43	3	±10	4.3	±0.2	
Enlisted	80	±3	2	0	14	39	44	1	±4	4.3	±0.1	
E1 – E4	81	±5	3	0	15	33	48	1	±7	4.2	±0.2	
E5 – E9	80	±3	1	1	12	45	41	1	±4	4.3	±0.1	
Officers	79	±5	2	0	9	38	50	1	±6	4.4	±0.1	
USAR	80	±3	1	1	14	39	43	1	±4	4.2	±0.1	
White	83	±4	1	1	15	39	42	2	±6	4.2	±0.1	
Total Minority	76	±3	1	2	11	40	45	1	±4	4.3	±0.1	
Black	75	±4	1	1	10	44	44	1	±5	4.3	±0.1	
Hispanic	77	±4	0	4	14	38	43	2	±6	4.2	±0.2	
Other Race/Ethnicity	76	±7	1	0	11	35	50	1	±9	4.3	±0.2	
Enlisted	81	±3	1	1	15	38	43	1	±5	4.2	±0.1	
E1 – E4	80	±5	2	1	18	35	43	2	±7	4.2	±0.2	
E5 – E9	81	±3	1	1	12	42	43	1	±5	4.3	±0.1	
Officers	76	±5	1	1	7	45	45	2	±7	4.3	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q91). Average Agreement does not include respondents who indicated "Does not apply/My training did not cover this."

92a. Continued	Percent Responding		Percentages						Max ME	Average Agreement		
			1	2	3	4	5	6				
USNR	84	±3	0	1	11	41	46	1	±4	4.3	±0.1	
White	86	±4	0	0	10	40	48	1	±6	4.4	±0.1	
Total Minority	79	±3	1	1	13	42	42	1	±4	4.3	±0.1	
Black	75	±4	0	1	13	43	41	2	±6	4.3	±0.1	
Hispanic	83	±4	1	0	12	44	41	1	±7	4.3	±0.1	
Other Race/Ethnicity	79	±6	1	1	13	39	46	1	±8	4.3	±0.2	
Enlisted	82	±3	0	1	12	41	44	2	±5	4.3	±0.1	
E1 – E4	80	±6	1	0	12	40	47	0	±9	4.3	±0.2	
E5 – E9	82	±4	0	1	12	41	43	2	±6	4.3	±0.1	
Officers	90	±4	0	0	7	40	51	1	±6	4.4	±0.1	
USMCR	82	±4	1	1	14	35	48	2	±6	4.3	±0.1	
White	85	±5	0	1	13	36	47	2	±8	4.3	±0.2	
Total Minority	78	±6	1	1	15	32	49	2	±7	4.3	±0.2	
Black	80	±7	0	1	21	30	45	2	±15	4.2	±0.3	
Hispanic	75	±9	1	0	15	31	52	1	±10	4.3	±0.2	
Other Race/Ethnicity	83	±7	3	2	11	34	47	3	±15	4.3	±0.3	
Enlisted	82	±4	1	1	14	34	48	2	±6	4.3	±0.1	
E1 – E4	84	±6	0	1	15	33	49	2	±8	4.3	±0.2	
E5 – E9	78	±6	1	1	13	39	45	1	±7	4.3	±0.1	
Officers	81	±4	1	0	10	39	47	2	±5	4.3	±0.1	
ANG	84	±2	1	0	11	42	46	1	±3	4.3	±0.1	
White	85	±3	1	0	10	41	47	1	±4	4.3	±0.1	
Total Minority	80	±3	1	1	12	45	41	1	±4	4.3	±0.1	
Black	74	±4	1	1	12	42	43	1	±5	4.3	±0.1	
Hispanic	83	±4	0	1	12	41	45	1	±7	4.3	±0.2	
Other Race/Ethnicity	82	±4	1	1	11	52	34	1	±7	4.2	±0.1	
Enlisted	84	±2	1	0	11	41	45	1	±3	4.3	±0.1	
E1 – E4	79	±5	1	0	10	37	50	1	±7	4.4	±0.1	
E5 – E9	85	±2	1	1	12	43	44	1	±4	4.3	±0.1	
Officers	86	±4	1	0	7	45	47	0	±7	4.4	±0.1	
USAFR	77	±3	0	1	11	39	46	2	±4	4.3	±0.1	
White	80	±4	0	1	12	38	47	2	±5	4.3	±0.1	
Total Minority	72	±3	0	1	11	41	46	1	±4	4.3	±0.1	
Black	71	±5	1	1	13	39	45	1	±6	4.3	±0.1	
Hispanic	75	±6	0	2	8	44	45	1	±8	4.3	±0.2	
Other Race/Ethnicity	70	±7	0	0	10	39	49	1	±7	4.4	±0.1	
Enlisted	77	±3	0	1	12	39	46	2	±4	4.3	±0.1	
E1 – E4	78	±5	0	0	14	32	52	2	±7	4.4	±0.1	
E5 – E9	77	±4	0	1	11	42	44	2	±5	4.3	±0.1	
Officers	79	±5	0	1	10	40	47	3	±7	4.4	±0.1	
USCGR	86	±3	0	2	11	39	47	1	±5	4.3	±0.1	
White	87	±4	0	2	10	39	48	1	±6	4.3	±0.1	
Total Minority	82	±5	0	3	13	38	44	2	±8	4.3	±0.2	
Black	79	±12	2	NR	9	26	48	NR	±18	4.0	±0.5	
Hispanic	83	±7	0	1	12	42	45	1	±10	4.3	±0.2	
Other Race/Ethnicity	84	±9	0	1	16	36	41	6	±16	4.2	±0.3	
Enlisted	85	±4	0	2	12	37	47	1	±6	4.3	±0.1	
E1 – E4	84	±6	0	2	16	34	46	2	±9	4.3	±0.2	
E5 – E9	86	±5	0	2	10	39	48	1	±7	4.3	±0.1	
Officers	88	±4	1	1	6	47	45	0	±7	4.3	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q91). Average Agreement does not include respondents who indicated "Does not apply/My training did not cover this."

NR: Not reportable

92. My National Guard/Reserve component's training...**b. Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole.**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree3. Neither agree nor disagree
6. Does not apply/My training did not cover this

	Percent Responding		Percentages						Max ME	Average Agreement		
			1	2	3	4	5	6				
TOTAL DOD	81	±2	1	0	12	39	46	1	±2	4.3	±0.1	
Enlisted	81	±2	1	1	13	39	45	1	±2	4.3	±0.1	
E1 – E4	81	±3	2	0	15	34	47	1	±4	4.3	±0.1	
E5 – E9	81	±2	1	1	11	43	44	1	±2	4.3	±0.1	
Officers	80	±3	1	0	8	41	49	1	±3	4.4	±0.1	
O1 – O3	78	±4	2	0	9	37	52	1	±6	4.4	±0.1	
O4 – O6	83	±3	0	0	6	44	48	1	±4	4.4	±0.1	
Male	82	±2	1	0	12	39	46	1	±2	4.3	±0.1	
Female	75	±3	1	1	12	41	44	1	±4	4.3	±0.1	
White	83	±2	1	0	12	38	47	1	±3	4.3	±0.1	
Total Minority	76	±2	1	1	12	41	44	1	±2	4.3	±0.1	
Black	74	±3	1	1	11	43	44	1	±3	4.3	±0.1	
Hispanic	78	±3	1	2	13	39	44	1	±4	4.3	±0.1	
AIAN	85	±7	0	0	9	33	56	1	±14	4.5	±0.2	
Asian	72	±5	1	1	14	43	39	2	±4	4.2	±0.1	
NHPI	76	±10	0	0	7	39	54	0	±14	4.5	±0.2	
Two or More Races	75	±8	3	0	8	40	46	2	±9	4.3	±0.2	
AGR/FTS/AR	81	±3	1	0	10	44	43	1	±4	4.3	±0.1	
Other Selected Reserve	81	±2	1	0	12	39	46	1	±2	4.3	±0.1	
Reserve Unit	81	±2	1	0	13	38	46	1	±2	4.3	±0.1	
Military Technician	82	±3	1	1	15	41	42	1	±5	4.2	±0.1	
IMA	76	±3	1	0	9	41	46	3	±3	4.3	±0.1	
Not Activated Past 12 Months	81	±2	1	1	12	40	46	1	±2	4.3	±0.1	
Activated Past 12 Months	82	±3	2	0	13	38	46	1	±4	4.3	±0.1	
Not Deployed Past 12 Months	81	±2	1	0	12	39	46	1	±2	4.3	±0.1	
Deployed Past 12 Months	81	±4	1	0	14	41	43	1	±5	4.3	±0.1	
ARNG	80	±3	2	0	12	39	46	1	±4	4.3	±0.1	
White	83	±4	2	0	13	39	46	1	±5	4.3	±0.1	
Total Minority	75	±3	1	2	12	40	44	1	±5	4.3	±0.1	
Black	74	±5	1	1	11	44	43	1	±6	4.3	±0.1	
Hispanic	77	±4	0	3	14	37	45	1	±8	4.3	±0.2	
Other Race/Ethnicity	70	±8	1	1	11	41	43	3	±10	4.3	±0.2	
Enlisted	81	±3	2	0	13	39	45	1	±4	4.3	±0.1	
E1 – E4	81	±5	3	1	15	33	48	1	±7	4.2	±0.2	
E5 – E9	80	±3	0	0	11	45	42	1	±4	4.3	±0.1	
Officers	79	±5	1	0	9	39	50	1	±6	4.4	±0.1	
USAR	80	±3	1	1	14	38	45	2	±4	4.3	±0.1	
White	83	±4	1	0	16	36	44	2	±6	4.2	±0.1	
Total Minority	76	±3	1	2	11	40	45	1	±4	4.3	±0.1	
Black	75	±4	1	1	9	43	45	1	±5	4.3	±0.1	
Hispanic	77	±4	1	3	14	38	42	2	±6	4.2	±0.2	
Other Race/Ethnicity	76	±7	3	0	9	36	51	1	±9	4.3	±0.2	
Enlisted	81	±3	1	1	15	37	44	2	±5	4.2	±0.1	
E1 – E4	81	±5	2	0	19	33	44	2	±7	4.2	±0.2	
E5 – E9	81	±3	1	1	11	40	45	1	±5	4.3	±0.1	
Officers	76	±5	1	0	7	45	45	2	±7	4.4	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q91). Average Agreement does not include respondents who indicated "Does not apply/My training did not cover this."

92b. Continued	Percent Responding		Percentages						Max ME	Average Agreement		
			1	2	3	4	5	6				
USNR	84	±3	0	0	10	41	46	1	±4	4.4	±0.1	
White	87	±4	0	0	10	40	49	1	±6	4.4	±0.1	
Total Minority	79	±3	1	1	12	44	42	1	±4	4.3	±0.1	
Black	75	±4	0	1	12	46	40	2	±6	4.3	±0.1	
Hispanic	83	±5	1	0	12	46	40	2	±7	4.3	±0.1	
Other Race/Ethnicity	79	±6	1	1	11	39	46	1	±8	4.3	±0.2	
Enlisted	82	±3	0	0	12	42	44	2	±5	4.3	±0.1	
E1 – E4	80	±6	1	0	12	40	47	0	±9	4.3	±0.2	
E5 – E9	82	±4	0	0	12	43	42	2	±6	4.3	±0.1	
Officers	90	±4	0	0	6	38	54	1	±6	4.5	±0.1	
USMCR	83	±4	1	0	14	35	48	2	±6	4.3	±0.1	
White	85	±5	0	0	13	37	48	2	±8	4.3	±0.2	
Total Minority	79	±5	1	1	15	32	49	1	±7	4.3	±0.2	
Black	80	±7	1	0	20	34	43	1	±15	4.2	±0.3	
Hispanic	77	±8	2	0	15	31	53	0	±10	4.3	±0.2	
Other Race/Ethnicity	83	±7	1	3	12	33	49	3	±15	4.3	±0.3	
Enlisted	83	±4	1	0	14	35	48	2	±6	4.3	±0.1	
E1 – E4	85	±5	0	0	15	33	49	2	±8	4.3	±0.2	
E5 – E9	78	±6	1	0	12	39	46	2	±7	4.3	±0.1	
Officers	81	±4	1	0	8	39	50	2	±5	4.4	±0.1	
ANG	84	±2	1	0	10	41	47	1	±3	4.3	±0.1	
White	85	±3	1	0	10	40	49	1	±4	4.4	±0.1	
Total Minority	80	±3	1	1	11	46	41	1	±4	4.3	±0.1	
Black	73	±4	1	1	11	43	43	0	±5	4.3	±0.1	
Hispanic	83	±4	0	1	11	41	46	1	±7	4.3	±0.2	
Other Race/Ethnicity	83	±4	1	0	10	52	35	1	±7	4.2	±0.1	
Enlisted	84	±2	1	0	10	41	47	1	±3	4.3	±0.1	
E1 – E4	80	±5	1	0	9	38	50	1	±7	4.4	±0.1	
E5 – E9	85	±2	1	0	11	41	46	0	±4	4.3	±0.1	
Officers	86	±4	1	1	7	43	49	0	±7	4.4	±0.1	
USAFR	78	±3	0	1	11	39	47	2	±4	4.3	±0.1	
White	81	±4	0	1	11	38	48	2	±5	4.4	±0.1	
Total Minority	73	±3	0	0	12	40	46	1	±4	4.3	±0.1	
Black	71	±5	1	0	13	39	46	1	±6	4.3	±0.1	
Hispanic	78	±5	0	1	11	43	45	0	±8	4.3	±0.2	
Other Race/Ethnicity	70	±7	0	0	11	38	50	1	±7	4.4	±0.1	
Enlisted	78	±3	0	1	12	39	47	2	±4	4.3	±0.1	
E1 – E4	78	±5	0	0	15	30	52	2	±7	4.4	±0.1	
E5 – E9	78	±3	0	1	11	42	44	2	±5	4.3	±0.1	
Officers	79	±5	0	0	8	40	50	2	±7	4.4	±0.1	
USCGR	85	±3	0	1	11	38	49	1	±5	4.4	±0.1	
White	87	±4	0	1	11	38	50	1	±6	4.4	±0.1	
Total Minority	82	±5	1	2	12	38	45	2	±8	4.3	±0.2	
Black	79	±12	2	NR	8	33	48	NR	±19	4.2	±0.5	
Hispanic	83	±7	0	1	11	41	46	1	±10	4.3	±0.2	
Other Race/Ethnicity	84	±9	1	0	16	35	42	6	±16	4.3	±0.3	
Enlisted	85	±4	0	1	13	36	48	1	±6	4.3	±0.1	
E1 – E4	84	±6	0	1	17	34	46	2	±9	4.3	±0.2	
E5 – E9	86	±5	0	1	11	38	49	1	±7	4.4	±0.1	
Officers	87	±5	1	1	4	44	50	0	±7	4.4	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q91). Average Agreement does not include respondents who indicated "Does not apply/My training did not cover this."

NR: Not reportable

92. My National Guard/Reserve component's training...**c. Identifies racial/ethnic behaviors that are offensive to others and should not be tolerated.**

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree
6. Does not apply/My training did not cover this

	Percent Responding		Percentages						Max ME	Average Agreement		
			1	2	3	4	5	6				
TOTAL DOD	81	±2	1	0	13	39	45	1	±2	4.3	±0.1	
Enlisted	81	±2	1	0	14	39	44	1	±2	4.3	±0.1	
E1 – E4	81	±3	2	0	16	34	46	1	±4	4.2	±0.1	
E5 – E9	81	±2	1	1	12	43	43	1	±2	4.3	±0.1	
Officers	80	±3	1	1	8	42	47	1	±3	4.4	±0.1	
O1 – O3	79	±4	2	1	9	38	50	1	±6	4.4	±0.1	
O4 – O6	82	±3	0	1	8	43	46	1	±4	4.4	±0.1	
Male	82	±2	1	0	13	39	45	1	±2	4.3	±0.1	
Female	75	±3	1	1	13	42	42	1	±4	4.3	±0.1	
White	83	±2	1	0	13	39	45	1	±3	4.3	±0.1	
Total Minority	76	±2	1	1	12	41	44	1	±3	4.3	±0.1	
Black	74	±3	1	1	11	42	44	1	±3	4.3	±0.1	
Hispanic	78	±3	0	1	14	39	44	1	±4	4.3	±0.1	
AIAN	84	±7	0	0	12	31	55	1	±14	4.4	±0.2	
Asian	72	±5	1	1	15	43	39	2	±4	4.2	±0.1	
NHPI	76	±10	0	2	8	42	48	0	±15	4.4	±0.2	
Two or More Races	75	±8	3	2	8	40	44	2	±9	4.2	±0.2	
AGR/FTS/AR	81	±3	1	1	11	43	43	1	±4	4.3	±0.1	
Other Selected Reserve	81	±2	1	0	13	39	45	1	±2	4.3	±0.1	
Reserve Unit	81	±2	1	0	13	39	45	1	±2	4.3	±0.1	
Military Technician	82	±3	1	1	14	43	41	1	±5	4.2	±0.1	
IMA	75	±3	1	1	9	42	44	3	±3	4.3	±0.1	
Not Activated Past 12 Months	81	±2	1	0	13	40	45	1	±2	4.3	±0.1	
Activated Past 12 Months	81	±3	2	1	14	39	44	1	±4	4.2	±0.1	
Not Deployed Past 12 Months	81	±2	1	0	13	39	45	1	±2	4.3	±0.1	
Deployed Past 12 Months	81	±4	1	1	15	40	42	1	±5	4.2	±0.1	
ARNG	80	±3	2	0	13	40	44	1	±4	4.3	±0.1	
White	83	±4	2	0	14	39	45	1	±5	4.3	±0.1	
Total Minority	75	±3	1	1	13	41	43	1	±5	4.3	±0.1	
Black	74	±5	1	1	10	44	44	1	±6	4.3	±0.1	
Hispanic	77	±4	0	1	15	39	44	1	±8	4.3	±0.2	
Other Race/Ethnicity	70	±8	1	0	12	42	41	3	±10	4.3	±0.2	
Enlisted	80	±3	2	0	14	40	44	1	±4	4.3	±0.1	
E1 – E4	81	±5	3	0	16	34	46	1	±7	4.2	±0.2	
E5 – E9	80	±3	1	0	12	45	41	1	±4	4.3	±0.1	
Officers	79	±5	2	0	10	40	48	1	±6	4.3	±0.2	
USAR	79	±3	1	1	15	38	44	2	±4	4.2	±0.1	
White	82	±4	1	0	17	37	43	2	±6	4.2	±0.1	
Total Minority	76	±3	1	1	12	39	45	1	±4	4.3	±0.1	
Black	75	±4	1	1	10	42	45	1	±5	4.3	±0.1	
Hispanic	77	±4	0	3	14	38	43	2	±6	4.2	±0.2	
Other Race/Ethnicity	75	±7	3	0	10	35	51	2	±10	4.3	±0.2	
Enlisted	80	±3	1	1	16	36	44	2	±5	4.2	±0.1	
E1 – E4	80	±5	2	0	20	33	44	2	±7	4.2	±0.2	
E5 – E9	81	±3	1	1	12	40	44	1	±5	4.3	±0.1	
Officers	75	±6	1	1	7	46	43	2	±7	4.3	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q91). Average Agreement does not include respondents who indicated "Does not apply/My training did not cover this."

92c. Continued	Percent Responding		Percentages						Max ME	Average Agreement		
			1	2	3	4	5	6				
USNR	83	±3	0	0	12	40	46	1	±4	4.3	±0.1	
White	86	±4	0	0	11	38	48	2	±6	4.4	±0.1	
Total Minority	79	±3	1	1	12	43	41	1	±4	4.3	±0.1	
Black	75	±4	0	2	13	45	39	1	±6	4.2	±0.1	
Hispanic	83	±5	1	0	13	45	40	2	±7	4.3	±0.1	
Other Race/Ethnicity	78	±6	1	1	12	39	46	1	±8	4.3	±0.2	
Enlisted	81	±3	1	0	13	41	44	2	±5	4.3	±0.1	
E1 – E4	78	±7	0	0	13	38	48	0	±9	4.3	±0.2	
E5 – E9	82	±4	1	0	13	41	42	2	±6	4.3	±0.1	
Officers	90	±4	0	0	7	39	52	1	±6	4.4	±0.1	
USMCR	83	±4	1	1	15	35	47	2	±6	4.3	±0.1	
White	85	±5	0	0	14	37	47	2	±8	4.3	±0.2	
Total Minority	79	±5	1	3	16	31	48	1	±7	4.2	±0.2	
Black	80	±7	0	3	19	33	43	1	±15	4.2	±0.3	
Hispanic	77	±8	1	0	16	29	52	1	±10	4.3	±0.2	
Other Race/Ethnicity	83	±7	1	NR	13	33	40	3	±15	4.1	±0.4	
Enlisted	83	±4	1	1	15	35	47	2	±6	4.3	±0.1	
E1 – E4	85	±5	0	1	16	33	47	2	±8	4.3	±0.2	
E5 – E9	78	±6	1	0	13	38	46	2	±7	4.3	±0.1	
Officers	80	±4	1	0	10	38	49	2	±5	4.4	±0.1	
ANG	84	±2	1	1	10	42	46	1	±3	4.3	±0.1	
White	85	±3	1	0	10	41	48	1	±4	4.4	±0.1	
Total Minority	80	±3	1	1	11	46	40	1	±4	4.2	±0.1	
Black	74	±4	2	2	10	45	41	0	±5	4.2	±0.1	
Hispanic	83	±4	0	1	11	40	47	1	±7	4.3	±0.2	
Other Race/Ethnicity	82	±4	1	2	11	54	32	1	±7	4.1	±0.1	
Enlisted	84	±2	1	1	10	42	46	1	±3	4.3	±0.1	
E1 – E4	80	±5	1	1	9	39	49	1	±7	4.4	±0.1	
E5 – E9	85	±2	1	1	11	43	45	1	±4	4.3	±0.1	
Officers	87	±4	1	1	7	45	47	0	±7	4.4	±0.1	
USAFR	78	±3	1	1	11	40	46	2	±4	4.3	±0.1	
White	81	±4	0	1	10	39	47	2	±5	4.3	±0.1	
Total Minority	72	±3	1	1	12	40	46	1	±4	4.3	±0.1	
Black	70	±5	1	1	13	37	46	2	±6	4.3	±0.1	
Hispanic	77	±5	0	0	12	44	43	1	±8	4.3	±0.2	
Other Race/Ethnicity	70	±7	0	0	9	40	49	1	±7	4.4	±0.1	
Enlisted	78	±3	1	1	12	40	45	2	±4	4.3	±0.1	
E1 – E4	78	±5	1	0	14	31	52	2	±7	4.4	±0.2	
E5 – E9	78	±3	0	1	11	43	43	2	±5	4.3	±0.1	
Officers	79	±5	0	1	8	38	50	3	±7	4.4	±0.1	
USCGR	85	±3	0	2	11	38	48	1	±5	4.3	±0.1	
White	87	±4	0	2	11	38	49	1	±6	4.3	±0.1	
Total Minority	82	±5	1	3	12	37	45	2	±8	4.3	±0.2	
Black	79	±12	2	NR	11	20	54	NR	±19	4.1	±0.5	
Hispanic	83	±7	0	1	11	42	46	1	±10	4.3	±0.2	
Other Race/Ethnicity	84	±9	1	0	16	37	40	6	±17	4.2	±0.3	
Enlisted	85	±4	0	2	12	36	48	1	±6	4.3	±0.1	
E1 – E4	84	±6	0	2	17	34	45	2	±9	4.3	±0.2	
E5 – E9	86	±5	0	2	10	38	49	1	±7	4.3	±0.1	
Officers	87	±4	1	1	5	45	48	0	±7	4.4	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q91). Average Agreement does not include respondents who indicated "Does not apply/My training did not cover this."

NR: Not reportable

92. My National Guard/Reserve component's training...**d. Gives useful tools for dealing with racial/ethnic harassment and discrimination.**

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree
6. Does not apply/My training did not cover this

	Percent Responding		Percentages						Max ME	Average Agreement		
			1	2	3	4	5	6				
TOTAL DOD	81	±2	1	1	15	39	42	1	±2	4.2	±0.1	
Enlisted	81	±2	1	1	16	39	42	1	±2	4.2	±0.1	
E1 – E4	81	±3	2	1	17	34	45	1	±4	4.2	±0.1	
E5 – E9	81	±2	1	1	15	42	40	1	±2	4.2	±0.1	
Officers	81	±3	1	1	10	42	44	1	±4	4.3	±0.1	
O1 – O3	79	±4	2	1	10	38	48	1	±6	4.3	±0.1	
O4 – O6	83	±3	0	1	10	45	42	1	±4	4.3	±0.1	
Male	82	±2	1	1	15	39	43	1	±2	4.2	±0.1	
Female	75	±3	1	1	16	39	42	1	±4	4.2	±0.1	
White	83	±2	1	1	15	39	43	1	±3	4.2	±0.1	
Total Minority	76	±2	1	1	14	40	42	1	±3	4.2	±0.1	
Black	74	±3	1	1	13	42	41	1	±3	4.2	±0.1	
Hispanic	77	±3	1	2	15	38	43	1	±4	4.2	±0.1	
AIAN	85	±7	1	0	13	40	44	2	±16	4.3	±0.2	
Asian	72	±5	1	1	18	42	35	2	±4	4.1	±0.1	
NHPI	75	±10	0	2	10	40	47	0	±16	4.3	±0.2	
Two or More Races	75	±8	3	2	13	38	42	2	±9	4.2	±0.2	
AGR/FTS/AR	81	±3	1	1	14	44	39	1	±4	4.2	±0.1	
Other Selected Reserve	81	±2	1	1	15	39	43	1	±2	4.2	±0.1	
Reserve Unit	81	±2	1	1	15	39	43	1	±2	4.2	±0.1	
Military Technician	82	±3	1	1	17	42	38	1	±5	4.2	±0.1	
IMA	75	±3	1	1	14	40	41	3	±3	4.2	±0.1	
Not Activated Past 12 Months	81	±2	1	1	14	40	42	1	±2	4.2	±0.1	
Activated Past 12 Months	82	±3	2	1	16	38	43	1	±4	4.2	±0.1	
Not Deployed Past 12 Months	81	±2	1	1	15	39	43	1	±2	4.2	±0.1	
Deployed Past 12 Months	81	±4	1	1	16	41	40	1	±5	4.2	±0.1	
ARNG	80	±3	2	1	15	39	42	1	±4	4.2	±0.1	
White	83	±4	2	1	16	39	42	1	±5	4.2	±0.1	
Total Minority	74	±3	1	1	14	41	42	1	±5	4.2	±0.1	
Black	75	±5	1	1	11	45	41	1	±6	4.2	±0.1	
Hispanic	76	±5	1	1	16	37	44	1	±8	4.2	±0.2	
Other Race/Ethnicity	71	±8	1	1	15	40	40	3	±10	4.2	±0.2	
Enlisted	81	±3	2	1	16	39	42	1	±4	4.2	±0.1	
E1 – E4	81	±5	3	1	16	35	45	1	±7	4.2	±0.2	
E5 – E9	80	±3	1	1	16	44	38	1	±4	4.2	±0.1	
Officers	80	±5	2	1	10	40	46	0	±7	4.3	±0.2	
USAR	80	±3	1	1	16	38	42	2	±4	4.2	±0.1	
White	83	±4	2	1	18	37	41	2	±6	4.2	±0.2	
Total Minority	75	±3	1	2	14	40	42	1	±4	4.2	±0.1	
Black	75	±4	1	1	12	42	43	1	±5	4.3	±0.1	
Hispanic	77	±4	0	3	16	37	41	2	±6	4.2	±0.2	
Other Race/Ethnicity	75	±7	3	1	14	38	43	2	±10	4.2	±0.2	
Enlisted	80	±3	1	1	17	37	42	1	±5	4.2	±0.1	
E1 – E4	80	±5	2	1	21	33	42	2	±7	4.1	±0.2	
E5 – E9	81	±3	1	2	13	41	42	1	±5	4.2	±0.1	
Officers	76	±5	1	1	9	45	41	2	±7	4.3	±0.2	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q91). Average Agreement does not include respondents who indicated "Does not apply/My training did not cover this."

92d. Continued	Percent Responding		Percentages						Max ME	Average Agreement		
			1	2	3	4	5	6				
USNR	83	±3	1	0	13	41	43	1	±4	4.3	±0.1	
White	86	±4	0	0	12	40	45	2	±6	4.3	±0.1	
Total Minority	79	±3	1	1	14	43	40	1	±4	4.2	±0.1	
Black	74	±4	0	1	15	43	39	2	±6	4.2	±0.1	
Hispanic	83	±5	1	0	13	47	38	1	±7	4.2	±0.1	
Other Race/Ethnicity	79	±6	1	1	15	39	43	1	±8	4.2	±0.2	
Enlisted	81	±3	1	0	15	41	41	2	±5	4.2	±0.1	
E1 – E4	80	±6	1	0	13	37	49	0	±9	4.3	±0.2	
E5 – E9	81	±4	1	0	15	43	39	2	±6	4.2	±0.1	
Officers	90	±4	0	0	8	42	49	1	±6	4.4	±0.1	
USMCR	83	±4	1	2	16	36	44	2	±6	4.2	±0.1	
White	85	±5	0	1	15	39	43	2	±8	4.3	±0.2	
Total Minority	79	±5	1	3	17	31	46	1	±7	4.2	±0.2	
Black	80	±7	1	3	21	32	42	1	±15	4.1	±0.3	
Hispanic	77	±8	1	1	17	29	52	1	±10	4.3	±0.2	
Other Race/Ethnicity	83	±7	1	10	15	35	36	3	±22	4.0	±0.4	
Enlisted	83	±4	1	2	16	36	44	2	±6	4.2	±0.1	
E1 – E4	85	±5	0	2	17	34	44	2	±8	4.2	±0.2	
E5 – E9	78	±6	1	1	13	38	44	2	±7	4.3	±0.1	
Officers	80	±4	1	1	13	39	45	2	±5	4.3	±0.1	
ANG	84	±2	1	1	13	41	43	1	±3	4.3	±0.1	
White	86	±3	1	1	13	40	45	1	±4	4.3	±0.1	
Total Minority	79	±3	1	2	14	45	38	1	±4	4.2	±0.1	
Black	74	±4	2	2	15	42	39	0	±5	4.2	±0.1	
Hispanic	82	±4	1	1	13	40	44	1	±7	4.3	±0.2	
Other Race/Ethnicity	83	±4	1	2	14	52	30	1	±7	4.1	±0.1	
Enlisted	84	±2	1	1	14	40	43	1	±3	4.3	±0.1	
E1 – E4	80	±5	1	1	10	37	49	1	±7	4.3	±0.2	
E5 – E9	85	±2	1	1	15	41	42	1	±4	4.2	±0.1	
Officers	87	±4	1	2	11	45	41	0	±7	4.2	±0.1	
USAFR	77	±3	0	1	14	39	43	2	±4	4.3	±0.1	
White	80	±4	0	1	13	40	43	2	±5	4.3	±0.1	
Total Minority	73	±3	0	1	17	38	42	1	±4	4.2	±0.1	
Black	71	±5	1	1	17	39	41	1	±6	4.2	±0.1	
Hispanic	77	±5	0	1	17	40	41	1	±8	4.2	±0.2	
Other Race/Ethnicity	69	±7	0	1	16	36	46	1	±7	4.3	±0.2	
Enlisted	77	±3	1	1	15	39	43	2	±4	4.3	±0.1	
E1 – E4	77	±5	0	0	15	32	50	2	±7	4.3	±0.1	
E5 – E9	77	±4	1	1	14	42	40	2	±5	4.2	±0.1	
Officers	78	±5	0	1	13	40	43	3	±7	4.3	±0.2	
USCGR	86	±3	0	1	14	40	45	1	±5	4.3	±0.1	
White	87	±4	0	1	13	40	46	0	±6	4.3	±0.1	
Total Minority	82	±5	0	2	16	38	42	2	±7	4.2	±0.2	
Black	79	±12	2	NR	18	21	51	NR	±19	4.1	±0.5	
Hispanic	82	±7	0	1	14	44	41	1	±10	4.3	±0.2	
Other Race/Ethnicity	84	±9	0	1	19	36	38	6	±16	4.2	±0.3	
Enlisted	85	±4	0	1	15	38	45	1	±6	4.3	±0.1	
E1 – E4	84	±6	0	2	18	34	45	1	±9	4.2	±0.2	
E5 – E9	86	±5	0	1	13	40	45	1	±7	4.3	±0.1	
Officers	87	±4	1	1	9	47	43	0	±7	4.3	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q91). Average Agreement does not include respondents who indicated "Does not apply/My training did not cover this."

NR: Not reportable

92. My National Guard/Reserve component's training...**e. Explains the process for reporting racial/ethnic harassment and discrimination.**

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree
6. Does not apply/My training did not cover this

	Percent Responding		Percentages						Max ME	Average Agreement		
			1	2	3	4	5	6				
TOTAL DOD	81	±2	1	1	14	40	43	1	±2	4.2	±0.1	
Enlisted	81	±2	1	1	15	39	43	1	±2	4.2	±0.1	
E1 – E4	80	±3	2	1	17	34	44	1	±4	4.2	±0.1	
E5 – E9	81	±2	1	1	13	43	41	1	±2	4.3	±0.1	
Officers	80	±3	1	1	10	42	45	1	±3	4.3	±0.1	
O1 – O3	79	±4	2	1	11	37	49	1	±6	4.3	±0.1	
O4 – O6	82	±3	0	1	9	45	43	1	±4	4.3	±0.1	
Male	82	±2	1	1	14	40	43	1	±2	4.2	±0.1	
Female	74	±3	1	2	14	40	42	1	±4	4.2	±0.1	
White	83	±2	1	1	14	39	43	1	±3	4.2	±0.1	
Total Minority	76	±2	1	1	13	41	43	1	±3	4.2	±0.1	
Black	74	±3	1	1	11	44	42	1	±3	4.2	±0.1	
Hispanic	78	±3	1	1	15	38	44	1	±4	4.2	±0.1	
AIAN	84	±7	1	0	10	43	45	1	±15	4.3	±0.2	
Asian	71	±5	1	1	17	43	36	2	±4	4.1	±0.1	
NHPI	76	±10	0	1	8	38	53	0	±15	4.4	±0.2	
Two or More Races	75	±8	2	1	8	42	44	3	±9	4.3	±0.2	
AGR/FTS/AR	80	±3	1	1	12	45	41	1	±4	4.3	±0.1	
Other Selected Reserve	81	±2	1	1	14	39	43	1	±2	4.2	±0.1	
Reserve Unit	81	±2	1	1	14	39	43	1	±2	4.2	±0.1	
Military Technician	82	±3	1	1	16	43	40	1	±5	4.2	±0.1	
IMA	75	±3	1	1	10	44	42	3	±3	4.3	±0.1	
Not Activated Past 12 Months	81	±2	1	1	14	40	43	1	±2	4.2	±0.1	
Activated Past 12 Months	81	±3	2	1	14	38	44	1	±4	4.2	±0.1	
Not Deployed Past 12 Months	81	±2	1	1	14	39	43	1	±2	4.2	±0.1	
Deployed Past 12 Months	81	±4	1	1	14	42	41	1	±5	4.2	±0.1	
ARNG	80	±3	2	1	14	40	42	1	±4	4.2	±0.1	
White	83	±4	2	1	15	39	42	1	±5	4.2	±0.1	
Total Minority	75	±3	1	1	12	42	42	1	±5	4.2	±0.1	
Black	74	±5	2	1	10	46	41	1	±6	4.2	±0.1	
Hispanic	77	±4	1	1	15	38	44	1	±8	4.2	±0.2	
Other Race/Ethnicity	70	±8	1	1	11	42	42	3	±10	4.2	±0.2	
Enlisted	80	±3	2	1	15	40	42	1	±4	4.2	±0.1	
E1 – E4	80	±5	3	2	16	34	44	1	±7	4.2	±0.2	
E5 – E9	80	±3	1	1	13	45	39	1	±4	4.2	±0.1	
Officers	79	±5	2	0	11	40	47	1	±6	4.3	±0.2	
USAR	79	±3	1	1	15	39	42	1	±4	4.2	±0.1	
White	83	±4	2	0	18	38	41	2	±6	4.2	±0.2	
Total Minority	75	±3	1	2	12	40	44	1	±4	4.3	±0.1	
Black	75	±4	1	1	10	43	44	1	±5	4.3	±0.1	
Hispanic	76	±4	0	3	16	37	43	2	±6	4.2	±0.2	
Other Race/Ethnicity	76	±7	2	0	12	38	47	1	±10	4.3	±0.2	
Enlisted	80	±3	1	1	16	37	43	1	±5	4.2	±0.1	
E1 – E4	80	±5	2	0	21	33	42	2	±7	4.2	±0.2	
E5 – E9	81	±3	1	1	11	42	43	1	±5	4.3	±0.1	
Officers	76	±5	1	2	10	45	41	2	±7	4.2	±0.2	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q91). Average Agreement does not include respondents who indicated "Does not apply/My training did not cover this."

92e. Continued	Percent Responding		Percentages						Max ME	Average Agreement		
			1	2	3	4	5	6				
USNR	83	±3	1	0	12	42	44	1	±4	4.3	±0.1	
White	86	±4	0	0	11	41	46	1	±6	4.4	±0.1	
Total Minority	79	±3	1	1	14	44	40	1	±4	4.2	±0.1	
Black	75	±4	1	1	14	44	39	1	±6	4.2	±0.1	
Hispanic	83	±5	1	1	14	44	39	2	±7	4.2	±0.1	
Other Race/Ethnicity	78	±6	1	1	13	42	42	1	±8	4.2	±0.2	
Enlisted	81	±3	1	0	13	43	42	1	±5	4.3	±0.1	
E1 – E4	79	±6	1	0	12	39	47	0	±9	4.3	±0.2	
E5 – E9	82	±4	1	1	13	44	40	2	±6	4.2	±0.1	
Officers	90	±4	0	0	7	40	51	1	±6	4.4	±0.1	
USMCR	83	±4	1	1	15	35	47	2	±6	4.3	±0.1	
White	85	±5	0	0	15	37	46	2	±8	4.3	±0.2	
Total Minority	78	±5	1	1	16	32	49	1	±7	4.3	±0.2	
Black	79	±7	1	4	20	30	43	1	±15	4.1	±0.3	
Hispanic	76	±8	1	0	15	28	55	1	±10	4.4	±0.2	
Other Race/Ethnicity	83	±7	2	2	13	42	39	3	±15	4.2	±0.2	
Enlisted	83	±4	1	1	16	35	47	2	±6	4.3	±0.1	
E1 – E4	85	±5	0	1	17	34	47	2	±8	4.3	±0.2	
E5 – E9	78	±6	1	0	13	38	46	2	±7	4.3	±0.1	
Officers	80	±4	1	1	10	39	47	2	±5	4.3	±0.1	
ANG	84	±2	1	1	12	41	44	1	±3	4.3	±0.1	
White	85	±3	1	1	11	40	46	1	±4	4.3	±0.1	
Total Minority	79	±3	1	2	13	45	39	1	±4	4.2	±0.1	
Black	74	±4	1	2	13	43	41	0	±5	4.2	±0.1	
Hispanic	83	±4	1	1	14	41	42	1	±7	4.2	±0.2	
Other Race/Ethnicity	82	±4	1	2	12	51	33	1	±7	4.1	±0.1	
Enlisted	83	±2	1	1	12	41	45	1	±3	4.3	±0.1	
E1 – E4	79	±5	1	2	9	39	47	2	±7	4.3	±0.2	
E5 – E9	84	±2	1	1	13	41	44	1	±4	4.3	±0.1	
Officers	87	±4	1	2	9	46	42	0	±7	4.3	±0.2	
USAFR	78	±3	0	1	13	39	45	2	±4	4.3	±0.1	
White	80	±4	0	1	13	38	46	2	±5	4.3	±0.1	
Total Minority	73	±3	1	1	15	40	42	1	±4	4.2	±0.1	
Black	71	±5	1	1	15	40	42	1	±6	4.2	±0.1	
Hispanic	77	±5	0	1	17	39	42	0	±9	4.2	±0.2	
Other Race/Ethnicity	70	±7	0	3	12	40	44	1	±10	4.3	±0.2	
Enlisted	78	±3	0	1	14	39	44	2	±4	4.3	±0.1	
E1 – E4	78	±5	0	1	16	30	50	2	±7	4.3	±0.2	
E5 – E9	77	±4	1	1	14	42	41	2	±5	4.2	±0.1	
Officers	78	±5	0	1	11	39	48	2	±7	4.4	±0.1	
USCGR	85	±3	0	1	12	41	45	1	±5	4.3	±0.1	
White	87	±4	0	1	11	40	47	0	±6	4.3	±0.1	
Total Minority	82	±5	0	2	13	42	41	2	±8	4.2	±0.2	
Black	79	±12	2	NR	8	33	48	NR	±19	4.2	±0.5	
Hispanic	82	±7	0	1	12	46	40	0	±10	4.3	±0.2	
Other Race/Ethnicity	83	±9	0	1	16	39	38	6	±17	4.2	±0.3	
Enlisted	85	±4	0	1	13	39	46	1	±6	4.3	±0.1	
E1 – E4	84	±6	0	2	16	37	44	1	±9	4.2	±0.2	
E5 – E9	86	±5	0	1	11	40	47	1	±7	4.3	±0.1	
Officers	86	±5	1	1	6	49	43	0	±7	4.3	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q91). Average Agreement does not include respondents who indicated "Does not apply/My training did not cover this."

NR: Not reportable

92. My National Guard/Reserve component's training...**f. Makes me feel it is safe to report offensive racial/ethnic situations.**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree3. Neither agree nor disagree
6. Does not apply/My training did not cover this

	Percent Responding		Percentages						Max ME	Average Agreement		
			1	2	3	4	5	6				
TOTAL DOD	81	±2	2	1	16	37	42	1	±2	4.2	±0.1	
Enlisted	81	±2	2	2	17	37	42	1	±2	4.2	±0.1	
E1 – E4	81	±3	3	1	18	32	44	1	±4	4.2	±0.1	
E5 – E9	81	±2	1	2	16	40	40	1	±2	4.2	±0.1	
Officers	80	±3	2	1	12	40	44	1	±4	4.3	±0.1	
O1 – O3	79	±4	2	1	13	36	48	1	±6	4.3	±0.1	
O4 – O6	83	±3	2	2	11	43	41	2	±4	4.2	±0.1	
Male	82	±2	2	1	16	37	43	1	±2	4.2	±0.1	
Female	75	±3	2	3	18	35	40	1	±4	4.1	±0.1	
White	84	±2	2	1	16	37	43	1	±3	4.2	±0.1	
Total Minority	76	±2	2	2	16	38	41	1	±2	4.2	±0.1	
Black	74	±3	2	2	15	41	40	1	±3	4.1	±0.1	
Hispanic	78	±3	2	2	17	35	43	1	±4	4.2	±0.1	
AIAN	84	±7	1	2	14	40	42	1	±16	4.2	±0.2	
Asian	72	±5	1	3	18	41	35	2	±4	4.1	±0.1	
NHPI	76	±10	0	3	10	34	53	0	±14	4.4	±0.2	
Two or More Races	74	±8	4	2	13	35	42	3	±9	4.1	±0.2	
AGR/FTS/AR	81	±3	2	2	13	43	39	1	±4	4.2	±0.1	
Other Selected Reserve	81	±2	2	1	16	36	43	1	±2	4.2	±0.1	
Reserve Unit	81	±2	2	1	16	36	43	1	±2	4.2	±0.1	
Military Technician	82	±3	1	2	18	41	37	1	±5	4.1	±0.1	
IMA	75	±3	1	1	14	39	41	3	±3	4.2	±0.1	
Not Activated Past 12 Months	81	±2	2	2	15	38	42	1	±2	4.2	±0.1	
Activated Past 12 Months	82	±3	2	1	19	34	42	1	±4	4.1	±0.1	
Not Deployed Past 12 Months	81	±2	2	1	16	37	43	1	±2	4.2	±0.1	
Deployed Past 12 Months	81	±4	1	2	19	38	39	1	±5	4.1	±0.1	
ARNG	80	±3	3	1	17	37	42	1	±4	4.2	±0.1	
White	83	±4	3	1	17	36	42	1	±5	4.1	±0.1	
Total Minority	75	±3	3	1	15	38	41	1	±5	4.2	±0.1	
Black	75	±5	2	1	13	44	39	1	±6	4.2	±0.1	
Hispanic	77	±4	3	1	17	34	44	1	±8	4.1	±0.2	
Other Race/Ethnicity	70	±8	2	2	17	35	41	3	±10	4.1	±0.2	
Enlisted	81	±3	3	1	17	36	42	1	±4	4.1	±0.1	
E1 – E4	81	±5	4	0	18	32	45	1	±7	4.1	±0.2	
E5 – E9	80	±3	1	2	16	41	38	1	±4	4.1	±0.1	
Officers	79	±5	2	2	12	38	46	0	±7	4.3	±0.2	
USAR	80	±3	3	2	17	36	40	2	±4	4.1	±0.1	
White	83	±4	3	2	18	36	40	2	±6	4.1	±0.2	
Total Minority	75	±3	2	2	16	38	41	1	±4	4.1	±0.1	
Black	75	±4	2	2	15	39	41	1	±5	4.1	±0.1	
Hispanic	77	±4	1	3	18	35	41	2	±6	4.1	±0.2	
Other Race/Ethnicity	75	±7	3	2	13	38	43	1	±10	4.2	±0.2	
Enlisted	81	±3	3	2	18	35	40	1	±5	4.1	±0.1	
E1 – E4	80	±5	3	2	21	32	41	2	±7	4.1	±0.2	
E5 – E9	81	±3	3	2	15	39	40	1	±5	4.1	±0.1	
Officers	76	±5	2	1	12	42	40	2	±7	4.2	±0.2	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q91). Average Agreement does not include respondents who indicated "Does not apply/My training did not cover this."

92f. Continued	Percent Responding		Percentages						Max ME	Average Agreement		
			1	2	3	4	5	6				
USNR	84	±3	1	1	15	40	42	1	±4	4.2	±0.1	
White	87	±4	0	0	14	40	45	1	±6	4.3	±0.1	
Total Minority	79	±3	1	3	16	41	38	1	±4	4.1	±0.1	
Black	75	±4	1	2	15	44	37	2	±6	4.2	±0.1	
Hispanic	83	±4	1	2	19	39	38	1	±7	4.1	±0.1	
Other Race/Ethnicity	78	±6	3	5	13	40	38	1	±10	4.1	±0.2	
Enlisted	82	±3	1	2	16	41	40	1	±5	4.2	±0.1	
E1 – E4	80	±6	1	1	12	38	48	0	±9	4.3	±0.2	
E5 – E9	82	±4	1	2	17	41	37	2	±6	4.1	±0.1	
Officers	90	±4	0	0	9	40	49	1	±6	4.4	±0.1	
USMCR	82	±4	1	1	17	34	46	2	±6	4.3	±0.1	
White	85	±5	0	0	16	37	45	2	±8	4.3	±0.2	
Total Minority	78	±5	2	2	19	28	49	1	±7	4.2	±0.2	
Black	79	±7	1	2	24	31	41	1	±14	4.1	±0.3	
Hispanic	77	±8	2	1	17	25	55	0	±10	4.3	±0.2	
Other Race/Ethnicity	82	±7	2	3	20	31	42	3	±17	4.1	±0.3	
Enlisted	83	±4	1	1	17	33	46	2	±6	4.3	±0.1	
E1 – E4	85	±5	1	1	18	32	46	2	±8	4.3	±0.2	
E5 – E9	77	±6	1	2	15	34	46	2	±7	4.3	±0.1	
Officers	80	±4	1	1	11	40	45	2	±5	4.3	±0.1	
ANG	84	±2	1	2	14	38	44	1	±3	4.2	±0.1	
White	86	±3	1	2	14	38	45	1	±4	4.2	±0.1	
Total Minority	79	±3	2	3	17	40	38	1	±4	4.1	±0.1	
Black	74	±4	3	4	19	35	39	0	±5	4.0	±0.1	
Hispanic	81	±4	2	2	17	39	41	1	±7	4.2	±0.2	
Other Race/Ethnicity	83	±4	1	3	15	45	34	1	±7	4.1	±0.1	
Enlisted	84	±2	1	2	15	38	44	1	±3	4.2	±0.1	
E1 – E4	80	±5	1	1	11	37	48	1	±7	4.3	±0.2	
E5 – E9	85	±2	1	3	16	38	42	0	±4	4.2	±0.1	
Officers	87	±4	2	2	12	41	43	0	±7	4.2	±0.2	
USAFR	78	±3	1	1	14	38	44	2	±4	4.3	±0.1	
White	81	±4	1	1	13	39	45	2	±5	4.3	±0.1	
Total Minority	73	±3	1	2	16	38	42	1	±4	4.2	±0.1	
Black	71	±5	1	4	17	36	41	1	±6	4.1	±0.1	
Hispanic	77	±5	0	2	15	41	42	0	±8	4.2	±0.2	
Other Race/Ethnicity	70	±7	1	1	13	37	45	3	±9	4.3	±0.1	
Enlisted	78	±3	1	2	14	39	44	2	±4	4.3	±0.1	
E1 – E4	78	±5	0	1	15	31	50	2	±7	4.3	±0.1	
E5 – E9	78	±3	1	2	14	42	41	2	±5	4.2	±0.1	
Officers	79	±5	1	1	14	38	44	2	±7	4.3	±0.2	
USCGR	85	±3	0	2	14	38	45	1	±5	4.3	±0.1	
White	87	±4	0	1	13	39	47	0	±6	4.3	±0.1	
Total Minority	82	±5	1	3	15	37	42	2	±8	4.2	±0.2	
Black	79	±12	2	13	8	28	48	NR	±23	4.1	±0.5	
Hispanic	82	±7	0	2	16	42	39	0	±10	4.2	±0.2	
Other Race/Ethnicity	84	±9	1	0	17	34	42	6	±16	4.2	±0.3	
Enlisted	85	±4	0	2	15	37	45	1	±6	4.3	±0.1	
E1 – E4	84	±6	0	1	17	38	42	1	±9	4.2	±0.2	
E5 – E9	85	±5	0	2	14	36	47	1	±7	4.3	±0.2	
Officers	87	±5	1	2	7	44	45	0	±7	4.3	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q91). Average Agreement does not include respondents who indicated "Does not apply/My training did not cover this."

NR: Not reportable

92. My National Guard/Reserve component's training...**g. Promotes cross-cultural awareness.**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree3. Neither agree nor disagree
6. Does not apply/My training did not cover this

	Percent Responding		Percentages						Max ME	Average Agreement		
			1	2	3	4	5	6				
TOTAL DOD	80	±2	2	1	16	38	42	2	±2	4.2	±0.1	
Enlisted	80	±2	2	1	17	37	41	2	±2	4.2	±0.1	
E1 – E4	80	±3	2	1	18	33	44	2	±4	4.2	±0.1	
E5 – E9	81	±2	1	2	16	41	39	1	±2	4.2	±0.1	
Officers	80	±3	1	1	13	40	43	1	±4	4.2	±0.1	
O1 – O3	77	±5	2	2	13	35	47	1	±6	4.2	±0.2	
O4 – O6	82	±3	1	1	13	43	41	1	±4	4.2	±0.1	
Male	82	±2	2	1	17	38	42	2	±2	4.2	±0.1	
Female	74	±3	1	4	14	38	41	1	±4	4.2	±0.1	
White	83	±2	1	1	17	37	42	2	±3	4.2	±0.1	
Total Minority	75	±2	2	2	15	39	41	1	±3	4.2	±0.1	
Black	74	±3	1	1	15	42	39	1	±3	4.2	±0.1	
Hispanic	77	±3	2	2	16	38	42	1	±4	4.2	±0.1	
AIAN	84	±7	1	3	13	31	52	2	±14	4.3	±0.3	
Asian	71	±5	1	3	18	40	36	2	±4	4.1	±0.1	
NHPI	76	±10	0	1	11	37	50	0	±15	4.4	±0.2	
Two or More Races	74	±8	4	3	12	35	43	4	±9	4.1	±0.2	
AGR/FTS/AR	80	±3	1	1	14	44	38	1	±4	4.2	±0.1	
Other Selected Reserve	80	±2	2	2	16	37	42	2	±2	4.2	±0.1	
Reserve Unit	80	±2	2	2	16	37	42	1	±2	4.2	±0.1	
Military Technician	82	±3	1	2	17	40	39	1	±5	4.2	±0.1	
IMA	75	±3	1	2	14	39	41	3	±3	4.2	±0.1	
Not Activated Past 12 Months	80	±2	1	1	16	39	41	2	±2	4.2	±0.1	
Activated Past 12 Months	81	±3	2	2	17	35	43	1	±4	4.2	±0.1	
Not Deployed Past 12 Months	80	±2	2	1	16	37	42	2	±2	4.2	±0.1	
Deployed Past 12 Months	81	±4	1	2	17	39	40	1	±5	4.2	±0.1	
ARNG	80	±3	2	2	16	37	42	1	±4	4.2	±0.1	
White	82	±4	2	2	17	36	42	1	±5	4.2	±0.1	
Total Minority	74	±3	2	1	16	40	40	2	±5	4.2	±0.1	
Black	74	±5	1	1	15	44	37	2	±6	4.2	±0.1	
Hispanic	76	±5	3	1	17	36	43	1	±8	4.2	±0.2	
Other Race/Ethnicity	70	±8	2	3	14	38	40	3	±10	4.2	±0.2	
Enlisted	80	±3	2	2	17	37	41	1	±4	4.2	±0.1	
E1 – E4	80	±5	3	1	18	33	44	2	±7	4.2	±0.2	
E5 – E9	80	±3	1	2	16	41	39	1	±4	4.2	±0.1	
Officers	79	±5	2	1	14	37	46	0	±7	4.2	±0.2	
USAR	79	±3	2	1	18	37	40	2	±4	4.1	±0.1	
White	83	±4	2	1	20	36	39	3	±6	4.1	±0.2	
Total Minority	75	±3	2	2	14	39	42	1	±4	4.2	±0.1	
Black	75	±4	1	1	14	43	41	1	±5	4.2	±0.1	
Hispanic	76	±4	0	3	15	40	40	2	±6	4.2	±0.1	
Other Race/Ethnicity	75	±7	4	2	14	30	48	2	±10	4.2	±0.2	
Enlisted	80	±3	2	2	19	36	40	2	±5	4.1	±0.1	
E1 – E4	80	±5	2	1	20	33	41	3	±7	4.1	±0.2	
E5 – E9	80	±3	2	2	17	40	39	1	±5	4.1	±0.1	
Officers	75	±6	2	1	13	42	41	2	±7	4.2	±0.2	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q91). Average Agreement does not include respondents who indicated "Does not apply/My training did not cover this."

92g. Continued	Percent Responding		Percentages						Max ME	Average Agreement		
			1	2	3	4	5	6				
USNR	83	±3	1	1	14	41	40	2	±4	4.2	±0.1	
White	86	±4	0	1	13	41	42	2	±6	4.3	±0.1	
Total Minority	78	±3	1	2	16	42	37	1	±4	4.1	±0.1	
Black	74	±5	1	3	16	44	34	1	±6	4.1	±0.1	
Hispanic	82	±5	1	1	16	42	38	2	±7	4.2	±0.1	
Other Race/Ethnicity	78	±6	1	4	15	38	41	1	±8	4.1	±0.2	
Enlisted	81	±3	1	1	16	42	38	2	±5	4.2	±0.1	
E1 – E4	78	±7	1	1	14	37	47	0	±9	4.3	±0.2	
E5 – E9	81	±4	1	2	16	44	36	2	±6	4.1	±0.1	
Officers	90	±4	0	2	10	38	47	2	±6	4.3	±0.1	
USMCR	82	±4	1	1	18	34	44	2	±6	4.2	±0.1	
White	84	±5	0	1	17	36	43	2	±8	4.2	±0.2	
Total Minority	78	±5	2	2	19	30	46	1	±7	4.2	±0.2	
Black	78	±7	2	1	24	30	42	1	±14	4.1	±0.3	
Hispanic	77	±8	2	1	17	30	50	0	±10	4.3	±0.2	
Other Race/Ethnicity	83	±7	1	5	21	30	39	4	±16	4.1	±0.3	
Enlisted	82	±4	1	1	19	33	44	2	±6	4.2	±0.1	
E1 – E4	84	±6	1	1	20	31	45	2	±8	4.2	±0.2	
E5 – E9	78	±6	1	2	16	37	42	2	±7	4.2	±0.1	
Officers	80	±4	1	2	12	39	43	2	±5	4.3	±0.1	
ANG	84	±2	1	2	14	40	43	1	±3	4.2	±0.1	
White	85	±3	1	1	13	39	44	1	±4	4.3	±0.1	
Total Minority	79	±3	1	2	16	42	37	1	±4	4.1	±0.1	
Black	74	±4	2	2	18	39	38	0	±5	4.1	±0.1	
Hispanic	82	±4	1	2	16	39	41	1	±7	4.2	±0.2	
Other Race/Ethnicity	81	±5	1	3	14	47	33	1	±7	4.1	±0.1	
Enlisted	83	±2	1	1	14	39	43	1	±3	4.2	±0.1	
E1 – E4	79	±5	1	0	13	40	44	1	±7	4.3	±0.2	
E5 – E9	85	±2	1	2	15	39	43	1	±4	4.2	±0.1	
Officers	86	±4	1	3	13	43	41	0	±7	4.2	±0.2	
USAFR	78	±3	1	1	15	39	43	2	±4	4.2	±0.1	
White	80	±4	1	1	14	39	43	2	±5	4.3	±0.1	
Total Minority	73	±3	1	2	15	38	42	2	±4	4.2	±0.1	
Black	70	±5	1	2	17	37	41	2	±6	4.2	±0.1	
Hispanic	77	±5	0	1	14	41	42	0	±8	4.3	±0.2	
Other Race/Ethnicity	70	±7	0	2	12	37	44	4	±8	4.3	±0.1	
Enlisted	77	±3	1	1	15	38	43	2	±4	4.2	±0.1	
E1 – E4	78	±5	0	0	16	30	51	2	±7	4.3	±0.1	
E5 – E9	77	±4	1	2	14	42	40	2	±5	4.2	±0.1	
Officers	79	±5	0	1	14	41	41	3	±7	4.2	±0.1	
USCGR	85	±3	1	4	15	38	42	1	±5	4.2	±0.1	
White	86	±4	1	3	15	38	42	0	±6	4.2	±0.1	
Total Minority	82	±5	1	4	18	37	39	2	±8	4.1	±0.2	
Black	79	±12	2	15	16	21	46	NR	±22	3.9	±0.5	
Hispanic	82	±7	0	1	14	45	40	0	±10	4.2	±0.2	
Other Race/Ethnicity	83	±9	1	3	25	32	34	6	±17	4.0	±0.3	
Enlisted	85	±4	0	3	16	37	42	1	±6	4.2	±0.1	
E1 – E4	83	±6	1	2	19	36	42	1	±9	4.2	±0.2	
E5 – E9	86	±5	0	4	14	38	43	1	±7	4.2	±0.2	
Officers	87	±5	2	4	14	42	38	0	±7	4.1	±0.2	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q91). Average Agreement does not include respondents who indicated "Does not apply/My training did not cover this."

NR: Not reportable

92. My National Guard/Reserve component's training...**h. Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination.**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree3. Neither agree nor disagree
6. Does not apply/My training did not cover this

	Percent Responding		Percentages						Max ME	Average Agreement		
			1	2	3	4	5	6				
TOTAL DOD	81	±2	1	1	13	40	44	1	±2	4.3	±0.1	
Enlisted	81	±2	1	1	14	39	43	1	±2	4.2	±0.1	
E1 – E4	81	±3	2	1	17	34	45	1	±4	4.2	±0.1	
E5 – E9	81	±2	1	1	12	43	42	1	±2	4.3	±0.1	
Officers	80	±3	1	0	9	44	45	1	±3	4.3	±0.1	
O1 – O3	79	±4	2	0	9	40	48	1	±6	4.3	±0.1	
O4 – O6	82	±3	0	1	9	46	43	1	±4	4.3	±0.1	
Male	82	±2	1	0	14	40	44	1	±2	4.3	±0.1	
Female	75	±3	1	2	12	41	42	1	±4	4.2	±0.1	
White	83	±2	1	0	14	39	44	1	±3	4.3	±0.1	
Total Minority	76	±2	1	1	13	42	43	1	±3	4.3	±0.1	
Black	74	±3	1	1	12	44	42	1	±3	4.3	±0.1	
Hispanic	78	±3	1	1	14	40	43	1	±4	4.3	±0.1	
AIAN	84	±7	0	0	11	33	54	1	±14	4.4	±0.2	
Asian	71	±5	1	1	16	43	37	2	±4	4.2	±0.1	
NHPI	76	±10	0	1	10	36	53	0	±14	4.4	±0.2	
Two or More Races	74	±8	2	0	9	43	43	3	±9	4.3	±0.2	
AGR/FTS/AR	81	±3	1	0	11	46	41	1	±4	4.3	±0.1	
Other Selected Reserve	81	±2	1	1	14	39	44	1	±2	4.3	±0.1	
Reserve Unit	81	±2	1	1	14	39	44	1	±2	4.3	±0.1	
Military Technician	82	±3	0	1	15	43	40	1	±5	4.2	±0.1	
IMA	75	±3	1	1	11	42	43	3	±3	4.3	±0.1	
Not Activated Past 12 Months	81	±2	1	0	13	40	44	1	±2	4.3	±0.1	
Activated Past 12 Months	81	±3	2	1	13	40	44	1	±4	4.2	±0.1	
Not Deployed Past 12 Months	81	±2	1	1	13	40	44	1	±2	4.3	±0.1	
Deployed Past 12 Months	81	±4	1	1	14	43	41	1	±5	4.2	±0.1	
ARNG	80	±3	2	0	14	39	44	1	±4	4.2	±0.1	
White	83	±4	2	0	14	39	44	1	±5	4.2	±0.1	
Total Minority	74	±3	1	0	13	41	43	1	±5	4.3	±0.1	
Black	74	±5	1	0	11	44	42	1	±6	4.3	±0.1	
Hispanic	77	±4	1	0	15	39	44	1	±8	4.3	±0.2	
Other Race/Ethnicity	70	±8	1	1	12	41	42	3	±10	4.3	±0.2	
Enlisted	80	±3	2	1	15	39	43	1	±4	4.2	±0.1	
E1 – E4	81	±5	3	1	17	33	45	1	±7	4.2	±0.2	
E5 – E9	80	±3	0	1	12	45	41	1	±4	4.3	±0.1	
Officers	80	±5	2	0	9	42	47	0	±6	4.3	±0.1	
USAR	80	±3	1	1	14	40	42	1	±4	4.2	±0.1	
White	83	±4	2	1	16	38	42	2	±6	4.2	±0.2	
Total Minority	76	±3	1	1	12	42	43	1	±4	4.3	±0.1	
Black	75	±4	1	1	10	45	42	0	±5	4.3	±0.1	
Hispanic	77	±4	1	1	15	41	41	2	±6	4.2	±0.1	
Other Race/Ethnicity	74	±7	2	0	12	35	49	1	±10	4.3	±0.2	
Enlisted	81	±3	2	1	16	38	43	1	±5	4.2	±0.1	
E1 – E4	81	±5	2	1	19	34	43	2	±7	4.2	±0.2	
E5 – E9	80	±3	1	1	12	43	43	1	±5	4.3	±0.1	
Officers	76	±5	1	1	8	47	41	2	±7	4.3	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q91). Average Agreement does not include respondents who indicated "Does not apply/My training did not cover this."

92h. Continued	Percent Responding		Percentages						Max ME	Average Agreement		
			1	2	3	4	5	6				
USNR	83	±3	0	0	11	42	44	2	±4	4.3	±0.1	
White	86	±4	0	0	11	40	47	2	±6	4.4	±0.1	
Total Minority	79	±3	1	1	12	45	40	2	±4	4.2	±0.1	
Black	75	±4	0	1	13	45	39	2	±6	4.2	±0.1	
Hispanic	83	±5	1	0	13	46	38	2	±7	4.2	±0.1	
Other Race/Ethnicity	78	±6	1	1	12	43	42	1	±8	4.3	±0.2	
Enlisted	81	±3	0	1	13	43	42	2	±5	4.3	±0.1	
E1 – E4	80	±6	1	0	12	38	50	0	±9	4.4	±0.2	
E5 – E9	82	±4	0	1	14	44	39	2	±6	4.2	±0.1	
Officers	89	±4	0	0	7	41	51	1	±6	4.4	±0.1	
USMCR	83	±4	0	0	14	36	47	2	±6	4.3	±0.1	
White	85	±5	0	0	13	38	45	2	±8	4.3	±0.2	
Total Minority	79	±5	1	1	16	32	49	1	±7	4.3	±0.2	
Black	80	±7	0	1	21	34	43	1	±15	4.2	±0.3	
Hispanic	77	±8	1	0	15	27	56	0	±10	4.4	±0.2	
Other Race/Ethnicity	82	±7	1	1	14	43	38	3	±15	4.2	±0.2	
Enlisted	83	±4	0	0	15	36	47	2	±6	4.3	±0.1	
E1 – E4	85	±5	0	0	15	36	47	2	±8	4.3	±0.2	
E5 – E9	78	±6	1	1	14	37	46	2	±7	4.3	±0.1	
Officers	80	±4	1	1	8	40	48	2	±5	4.4	±0.1	
ANG	84	±2	1	1	11	42	44	1	±3	4.3	±0.1	
White	85	±3	1	0	11	41	46	1	±4	4.3	±0.1	
Total Minority	79	±3	1	1	12	46	39	1	±4	4.2	±0.1	
Black	74	±4	1	1	13	45	39	0	±5	4.2	±0.1	
Hispanic	82	±4	0	1	13	41	44	1	±7	4.3	±0.2	
Other Race/Ethnicity	82	±4	1	2	12	53	32	1	±7	4.1	±0.1	
Enlisted	83	±2	1	1	12	42	45	1	±3	4.3	±0.1	
E1 – E4	80	±5	1	0	9	42	47	1	±7	4.4	±0.1	
E5 – E9	85	±2	1	1	13	41	44	0	±4	4.3	±0.1	
Officers	87	±4	1	1	8	47	43	0	±7	4.3	±0.1	
USAFR	78	±3	0	0	12	41	44	2	±4	4.3	±0.1	
White	81	±4	0	0	11	41	45	2	±5	4.3	±0.1	
Total Minority	72	±3	1	1	13	41	43	2	±4	4.3	±0.1	
Black	71	±5	1	1	15	40	42	1	±6	4.2	±0.1	
Hispanic	75	±6	0	1	13	43	42	0	±8	4.3	±0.2	
Other Race/Ethnicity	70	±7	0	0	10	40	46	3	±8	4.4	±0.1	
Enlisted	78	±3	0	0	13	41	44	2	±4	4.3	±0.1	
E1 – E4	78	±5	0	0	15	31	51	2	±7	4.4	±0.1	
E5 – E9	78	±3	0	0	11	44	41	2	±5	4.3	±0.1	
Officers	78	±5	0	0	10	42	44	3	±7	4.3	±0.1	
USCGR	85	±3	0	1	12	40	46	1	±5	4.3	±0.1	
White	86	±4	0	1	11	40	47	0	±6	4.3	±0.1	
Total Minority	82	±5	0	2	13	39	43	2	±8	4.2	±0.2	
Black	79	±12	2	NR	8	30	48	NR	±19	4.1	±0.5	
Hispanic	83	±7	0	1	12	45	42	0	±10	4.3	±0.2	
Other Race/Ethnicity	82	±10	0	1	18	34	41	6	±17	4.2	±0.3	
Enlisted	84	±4	0	2	13	39	45	1	±6	4.3	±0.1	
E1 – E4	82	±6	1	1	16	37	43	1	±9	4.2	±0.2	
E5 – E9	86	±5	0	2	12	39	47	1	±7	4.3	±0.1	
Officers	86	±5	1	1	5	47	46	0	±7	4.4	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q91). Average Agreement does not include respondents who indicated "Does not apply/My training did not cover this."

NR: Not reportable

92. My National Guard/Reserve component's training...**i. Provides information on my National Guard/Reserve component's policies on participation in racist/extremist organizations, hate crimes, or gangs.**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree3. Neither agree nor disagree
6. Does not apply/My training did not cover this

	Percent Responding		Percentages						Max ME	Average Agreement		
			1	2	3	4	5	6				
TOTAL DOD	81	±2	1	1	14	40	43	1	±2	4.2	±0.1	
Enlisted	81	±2	2	1	15	39	43	1	±2	4.2	±0.1	
E1 – E4	81	±3	2	0	17	34	45	2	±4	4.2	±0.1	
E5 – E9	81	±2	1	1	13	42	41	1	±2	4.2	±0.1	
Officers	81	±3	1	1	10	44	43	1	±3	4.3	±0.1	
O1 – O3	79	±4	2	1	10	40	46	1	±6	4.3	±0.1	
O4 – O6	83	±3	0	0	10	47	41	2	±4	4.3	±0.1	
Male	82	±2	2	1	14	39	43	1	±2	4.2	±0.1	
Female	75	±3	1	2	13	41	41	1	±4	4.2	±0.1	
White	83	±2	2	1	14	39	43	1	±3	4.2	±0.1	
Total Minority	76	±2	1	1	14	40	42	1	±3	4.2	±0.1	
Black	74	±3	2	2	12	43	40	1	±3	4.2	±0.1	
Hispanic	78	±3	1	1	16	37	43	1	±4	4.2	±0.1	
AIAN	84	±7	1	1	10	32	54	1	±14	4.4	±0.2	
Asian	71	±5	1	1	17	43	36	3	±4	4.2	±0.1	
NHPI	76	±10	0	1	10	37	51	0	±15	4.4	±0.2	
Two or More Races	74	±8	3	2	10	40	43	3	±9	4.2	±0.2	
AGR/FTS/AR	80	±3	1	1	13	44	40	1	±4	4.2	±0.1	
Other Selected Reserve	81	±2	2	1	14	39	43	1	±2	4.2	±0.1	
Reserve Unit	81	±2	2	1	14	39	43	1	±2	4.2	±0.1	
Military Technician	82	±3	1	1	16	42	40	1	±5	4.2	±0.1	
IMA	75	±3	1	2	12	41	40	4	±3	4.2	±0.1	
Not Activated Past 12 Months	81	±2	1	1	14	40	43	1	±2	4.2	±0.1	
Activated Past 12 Months	81	±3	2	1	14	38	43	1	±4	4.2	±0.1	
Not Deployed Past 12 Months	81	±2	2	1	14	39	43	1	±2	4.2	±0.1	
Deployed Past 12 Months	81	±4	1	1	16	42	39	1	±5	4.2	±0.1	
ARNG	80	±3	2	1	14	39	43	1	±4	4.2	±0.1	
White	83	±4	2	1	15	38	43	1	±5	4.2	±0.1	
Total Minority	74	±3	2	1	13	40	42	2	±5	4.2	±0.1	
Black	74	±5	2	2	10	45	40	1	±6	4.2	±0.1	
Hispanic	77	±4	3	1	16	36	43	1	±8	4.2	±0.2	
Other Race/Ethnicity	70	±8	2	1	12	40	42	3	±10	4.2	±0.2	
Enlisted	81	±3	2	1	15	39	42	1	±4	4.2	±0.1	
E1 – E4	81	±5	4	0	17	33	45	1	±7	4.2	±0.2	
E5 – E9	80	±3	1	2	13	44	40	1	±4	4.2	±0.1	
Officers	79	±5	2	0	10	42	46	1	±7	4.3	±0.2	
USAR	80	±3	1	1	15	40	41	2	±4	4.2	±0.1	
White	83	±4	2	0	16	39	41	2	±6	4.2	±0.1	
Total Minority	76	±3	1	2	14	40	42	1	±4	4.2	±0.1	
Black	75	±4	2	2	12	43	41	1	±5	4.2	±0.1	
Hispanic	77	±4	0	2	17	39	40	2	±6	4.2	±0.1	
Other Race/Ethnicity	75	±7	2	1	12	34	49	2	±10	4.3	±0.2	
Enlisted	80	±3	2	1	16	38	42	2	±5	4.2	±0.1	
E1 – E4	80	±5	2	0	20	35	41	2	±7	4.2	±0.2	
E5 – E9	80	±3	1	1	12	41	43	1	±5	4.2	±0.1	
Officers	76	±5	1	2	10	48	38	2	±7	4.2	±0.2	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q91). Average Agreement does not include respondents who indicated "Does not apply/My training did not cover this."

92i. Continued	Percent Responding		Percentages						Max ME	Average Agreement		
			1	2	3	4	5	6				
USNR	84	±3	1	1	13	41	43	2	±4	4.3	±0.1	
White	87	±4	0	0	12	41	45	2	±6	4.3	±0.1	
Total Minority	79	±3	1	2	14	42	40	2	±4	4.2	±0.1	
Black	75	±4	0	2	13	45	38	2	±6	4.2	±0.1	
Hispanic	83	±4	1	1	15	42	40	1	±7	4.2	±0.1	
Other Race/Ethnicity	78	±6	1	3	13	40	42	1	±8	4.2	±0.2	
Enlisted	82	±3	1	1	14	41	41	2	±5	4.2	±0.1	
E1 – E4	80	±6	1	0	13	39	47	0	±9	4.3	±0.2	
E5 – E9	82	±4	1	1	15	42	39	2	±6	4.2	±0.1	
Officers	90	±4	0	0	9	41	48	1	±6	4.4	±0.1	
USMCR	83	±4	1	1	15	36	46	2	±6	4.3	±0.1	
White	85	±5	0	0	14	38	45	2	±8	4.3	±0.2	
Total Minority	79	±5	1	2	16	31	49	1	±7	4.3	±0.2	
Black	80	±7	0	2	21	33	43	1	±15	4.2	±0.3	
Hispanic	77	±8	1	1	16	27	55	0	±10	4.3	±0.2	
Other Race/Ethnicity	83	±7	1	5	12	42	38	3	±15	4.1	±0.2	
Enlisted	83	±4	1	1	15	35	46	2	±6	4.3	±0.1	
E1 – E4	85	±5	0	0	16	35	47	2	±8	4.3	±0.2	
E5 – E9	78	±6	1	2	13	37	45	2	±7	4.2	±0.1	
Officers	81	±4	1	1	9	40	45	3	±5	4.3	±0.1	
ANG	84	±2	1	1	11	42	44	1	±3	4.3	±0.1	
White	85	±3	1	1	11	41	45	1	±4	4.3	±0.1	
Total Minority	80	±3	1	1	14	45	38	1	±4	4.2	±0.1	
Black	74	±4	2	1	14	44	38	0	±5	4.2	±0.1	
Hispanic	83	±4	1	1	15	39	43	1	±7	4.3	±0.2	
Other Race/Ethnicity	83	±4	1	2	13	52	30	1	±7	4.1	±0.1	
Enlisted	83	±2	1	1	12	41	44	1	±3	4.3	±0.1	
E1 – E4	79	±5	1	1	10	39	47	2	±7	4.3	±0.1	
E5 – E9	85	±2	1	1	13	41	43	1	±4	4.3	±0.1	
Officers	87	±4	1	0	8	50	41	0	±7	4.3	±0.1	
USAFR	78	±3	1	1	14	39	43	2	±4	4.3	±0.1	
White	81	±4	1	1	14	39	43	2	±5	4.3	±0.1	
Total Minority	73	±3	1	1	14	40	42	1	±4	4.2	±0.1	
Black	71	±5	1	2	16	38	42	2	±6	4.2	±0.1	
Hispanic	77	±5	1	1	13	44	41	1	±8	4.2	±0.2	
Other Race/Ethnicity	70	±7	0	0	14	39	46	1	±7	4.3	±0.1	
Enlisted	78	±3	1	1	14	39	43	2	±4	4.2	±0.1	
E1 – E4	78	±5	0	0	15	34	49	2	±7	4.3	±0.1	
E5 – E9	78	±3	1	1	14	41	40	2	±5	4.2	±0.1	
Officers	79	±5	0	1	12	41	43	3	±7	4.3	±0.1	
USCGR	85	±3	1	2	13	38	45	1	±5	4.3	±0.1	
White	86	±4	0	2	12	38	46	1	±6	4.3	±0.1	
Total Minority	82	±5	1	2	15	38	42	2	±8	4.2	±0.2	
Black	79	±12	4	NR	13	29	46	NR	±19	4.0	±0.5	
Hispanic	82	±7	0	1	14	42	43	0	±10	4.3	±0.2	
Other Race/Ethnicity	83	±9	1	0	19	37	38	6	±17	4.2	±0.3	
Enlisted	84	±4	0	2	14	36	46	1	±6	4.3	±0.1	
E1 – E4	84	±6	0	1	19	36	42	2	±9	4.2	±0.2	
E5 – E9	85	±5	1	3	12	37	47	1	±7	4.3	±0.2	
Officers	87	±5	1	1	8	46	42	1	±7	4.3	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q91). Average Agreement does not include respondents who indicated "Does not apply/My training did not cover this."

NR: Not reportable

92. My National Guard/Reserve component's training...**j. Promotes religious tolerance.**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree3. Neither agree nor disagree
6. Does not apply/My training did not cover this

	Percent Responding		Percentages						Max ME	Average Agreement		
			1	2	3	4	5	6				
TOTAL DOD	81	±2	2	1	18	36	41	2	±2	4.2	±0.1	
Enlisted	81	±2	2	1	18	36	41	2	±2	4.2	±0.1	
E1 – E4	81	±3	2	0	18	32	45	2	±4	4.2	±0.1	
E5 – E9	81	±2	1	2	18	39	38	2	±2	4.1	±0.1	
Officers	80	±3	2	2	14	39	42	1	±4	4.2	±0.1	
O1 – O3	78	±4	2	1	13	36	46	1	±6	4.2	±0.2	
O4 – O6	83	±3	1	2	14	41	40	1	±4	4.2	±0.1	
Male	82	±2	2	1	17	37	41	2	±2	4.2	±0.1	
Female	75	±3	1	2	19	36	40	2	±4	4.1	±0.1	
White	84	±2	2	1	17	36	42	2	±3	4.2	±0.1	
Total Minority	76	±2	1	1	18	37	39	2	±3	4.1	±0.1	
Black	75	±3	1	1	17	40	38	2	±3	4.2	±0.1	
Hispanic	78	±3	1	1	20	35	40	2	±4	4.1	±0.1	
AIAN	84	±7	0	1	16	29	51	3	±15	4.3	±0.3	
Asian	71	±5	1	2	20	40	34	3	±4	4.1	±0.1	
NHPI	76	±10	0	2	13	40	43	1	±17	4.2	±0.3	
Two or More Races	74	±8	3	1	16	35	41	4	±9	4.1	±0.2	
AGR/FTS/AR	80	±3	2	2	17	40	37	2	±4	4.1	±0.1	
Other Selected Reserve	81	±2	2	1	18	36	42	2	±2	4.2	±0.1	
Reserve Unit	81	±2	2	1	18	36	42	2	±2	4.2	±0.1	
Military Technician	82	±3	1	1	21	38	38	1	±5	4.1	±0.1	
IMA	75	±3	2	3	15	39	39	3	±3	4.1	±0.1	
Not Activated Past 12 Months	81	±2	2	1	17	37	41	2	±2	4.2	±0.1	
Activated Past 12 Months	81	±3	2	1	19	36	40	1	±4	4.1	±0.1	
Not Deployed Past 12 Months	81	±2	2	1	17	36	42	2	±2	4.2	±0.1	
Deployed Past 12 Months	81	±4	1	1	20	39	37	1	±5	4.1	±0.1	
ARNG	80	±3	2	1	19	34	41	1	±4	4.1	±0.1	
White	83	±4	2	1	20	33	42	1	±5	4.1	±0.1	
Total Minority	75	±3	2	1	19	37	39	2	±5	4.1	±0.1	
Black	74	±5	2	1	18	41	37	2	±6	4.1	±0.1	
Hispanic	77	±4	3	2	20	33	41	2	±8	4.1	±0.2	
Other Race/Ethnicity	70	±8	1	1	18	38	38	5	±10	4.1	±0.2	
Enlisted	81	±3	2	1	20	34	41	2	±4	4.1	±0.1	
E1 – E4	81	±5	3	1	20	29	46	2	±7	4.2	±0.2	
E5 – E9	80	±3	1	1	20	40	36	1	±4	4.1	±0.1	
Officers	79	±5	2	2	16	35	43	1	±7	4.2	±0.2	
USAR	80	±3	2	1	17	37	40	2	±4	4.1	±0.1	
White	83	±4	2	1	18	36	40	2	±6	4.1	±0.2	
Total Minority	76	±3	1	2	17	38	40	2	±4	4.2	±0.1	
Black	76	±4	1	1	15	41	40	2	±5	4.2	±0.1	
Hispanic	77	±4	0	2	20	36	38	3	±6	4.1	±0.1	
Other Race/Ethnicity	75	±7	3	2	15	32	46	2	±10	4.2	±0.2	
Enlisted	81	±3	2	1	18	36	41	2	±5	4.1	±0.1	
E1 – E4	81	±5	2	0	19	34	42	2	±7	4.2	±0.2	
E5 – E9	81	±3	2	3	17	38	39	1	±5	4.1	±0.1	
Officers	76	±5	1	1	13	43	40	2	±7	4.2	±0.2	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q91). Average Agreement does not include respondents who indicated "Does not apply/My training did not cover this."

92j. Continued	Percent Responding		Percentages						Max ME	Average Agreement		
			1	2	3	4	5	6				
USNR	83	±3	1	1	17	40	40	2	±4	4.2	±0.1	
White	86	±4	1	0	15	40	42	2	±6	4.2	±0.1	
Total Minority	79	±3	1	1	20	39	36	3	±4	4.1	±0.1	
Black	75	±4	0	2	18	42	35	3	±6	4.1	±0.1	
Hispanic	83	±5	1	1	24	37	36	2	±7	4.1	±0.2	
Other Race/Ethnicity	78	±6	1	1	18	38	37	5	±10	4.1	±0.2	
Enlisted	81	±3	1	1	18	40	38	3	±5	4.2	±0.1	
E1 – E4	80	±6	0	0	16	36	47	0	±9	4.3	±0.2	
E5 – E9	82	±4	1	1	19	41	36	3	±6	4.1	±0.1	
Officers	90	±4	1	1	13	40	43	2	±6	4.3	±0.1	
USMCR	82	±4	1	1	17	36	43	2	±6	4.2	±0.1	
White	85	±5	1	1	16	38	42	2	±8	4.2	±0.2	
Total Minority	77	±6	1	1	19	32	45	2	±7	4.2	±0.2	
Black	80	±7	2	1	24	31	39	3	±14	4.1	±0.3	
Hispanic	75	±9	1	1	19	29	49	1	±10	4.3	±0.2	
Other Race/Ethnicity	82	±7	1	3	12	41	40	3	±16	4.2	±0.2	
Enlisted	82	±4	1	1	17	36	43	2	±6	4.2	±0.1	
E1 – E4	85	±5	0	1	17	35	44	2	±8	4.2	±0.2	
E5 – E9	76	±6	1	2	17	37	41	2	±7	4.2	±0.1	
Officers	81	±4	2	2	13	39	42	2	±5	4.2	±0.1	
ANG	84	±2	1	2	15	39	42	1	±3	4.2	±0.1	
White	86	±3	1	2	13	39	43	1	±4	4.2	±0.1	
Total Minority	79	±3	2	1	18	40	38	1	±4	4.1	±0.1	
Black	73	±4	2	1	19	40	37	1	±5	4.1	±0.1	
Hispanic	83	±4	2	1	18	35	43	1	±7	4.2	±0.2	
Other Race/Ethnicity	82	±4	2	2	19	45	32	1	±7	4.0	±0.2	
Enlisted	84	±2	1	2	15	39	42	1	±3	4.2	±0.1	
E1 – E4	80	±5	1	1	12	39	46	2	±7	4.3	±0.2	
E5 – E9	85	±2	1	2	16	39	40	1	±4	4.2	±0.1	
Officers	87	±4	2	2	11	41	43	1	±7	4.2	±0.2	
USAFR	78	±3	1	1	16	38	42	2	±4	4.2	±0.1	
White	80	±4	0	2	14	38	42	3	±5	4.2	±0.1	
Total Minority	73	±3	1	1	19	37	41	1	±4	4.2	±0.1	
Black	71	±5	1	1	19	36	41	2	±6	4.2	±0.1	
Hispanic	77	±5	0	0	19	39	40	1	±8	4.2	±0.2	
Other Race/Ethnicity	70	±7	1	1	19	35	43	2	±7	4.2	±0.2	
Enlisted	78	±3	1	1	16	38	41	2	±4	4.2	±0.1	
E1 – E4	78	±5	0	0	18	32	48	2	±7	4.3	±0.1	
E5 – E9	78	±4	1	2	16	41	39	2	±5	4.2	±0.1	
Officers	78	±5	1	2	14	36	45	3	±7	4.2	±0.2	
USCGR	85	±3	1	3	19	36	39	2	±5	4.1	±0.1	
White	87	±4	2	3	19	35	40	1	±6	4.1	±0.1	
Total Minority	82	±5	1	3	20	38	36	3	±8	4.1	±0.2	
Black	79	±12	NR	12	17	30	41	NR	±23	4.0	±0.5	
Hispanic	82	±7	1	2	18	42	36	1	±10	4.1	±0.2	
Other Race/Ethnicity	82	±9	0	1	25	36	32	6	±17	4.1	±0.3	
Enlisted	85	±4	1	3	20	34	40	2	±6	4.1	±0.1	
E1 – E4	83	±6	0	3	24	33	37	3	±9	4.1	±0.2	
E5 – E9	85	±5	2	3	18	35	41	1	±7	4.1	±0.2	
Officers	87	±5	2	4	15	43	35	1	±7	4.0	±0.2	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q91). Average Agreement does not include respondents who indicated "Does not apply/My training did not cover this."

NR: Not reportable

93. In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?

1. Not at all effective

2. Slightly effective

3. Moderately effective

4. Very effective

	Percent Responding		Percentages				Max ME	Average Effectiveness		
			1	2	3	4				
TOTAL DOD	81	±2	6	13	38	44	±2	3.2	±0.1	
Enlisted	81	±2	6	12	37	45	±2	3.2	±0.1	
E1 – E4	81	±3	6	10	35	49	±4	3.3	±0.1	
E5 – E9	82	±2	6	13	39	42	±2	3.2	±0.1	
Officers	81	±3	5	16	44	35	±3	3.1	±0.1	
O1 – O3	79	±4	6	16	44	35	±6	3.1	±0.1	
O4 – O6	83	±3	5	18	43	34	±4	3.1	±0.1	
Male	83	±2	6	12	38	44	±2	3.2	±0.1	
Female	76	±3	6	14	39	42	±4	3.2	±0.1	
White	84	±2	6	14	39	42	±3	3.2	±0.1	
Total Minority	76	±2	5	10	37	48	±2	3.3	±0.1	
Black	75	±3	4	9	37	50	±3	3.3	±0.1	
Hispanic	78	±3	6	10	34	50	±4	3.3	±0.1	
AIAN	84	±7	10	6	28	56	±14	3.3	±0.3	
Asian	72	±5	5	13	44	39	±4	3.2	±0.1	
NHPI	77	±10	1	7	37	55	±14	3.5	±0.2	
Two or More Races	75	±8	7	16	41	36	±9	3.1	±0.2	
AGR/FTS/AR	81	±3	4	14	42	40	±4	3.2	±0.1	
Other Selected Reserve	81	±2	6	13	38	44	±2	3.2	±0.1	
Reserve Unit	81	±2	6	12	38	44	±2	3.2	±0.1	
Military Technician	83	±3	5	13	39	43	±5	3.2	±0.1	
IMA	76	±2	7	16	42	35	±3	3.1	±0.1	
Not Activated Past 12 Months	81	±2	5	12	38	44	±2	3.2	±0.1	
Activated Past 12 Months	82	±3	7	14	38	41	±4	3.1	±0.1	
Not Deployed Past 12 Months	81	±2	5	12	38	45	±2	3.2	±0.1	
Deployed Past 12 Months	82	±3	8	17	38	37	±5	3.1	±0.1	
ARNG	81	±3	6	12	37	44	±4	3.2	±0.1	
White	83	±4	5	14	38	43	±5	3.2	±0.1	
Total Minority	75	±3	7	9	36	48	±5	3.3	±0.1	
Black	75	±5	5	8	36	51	±6	3.3	±0.1	
Hispanic	77	±5	8	9	34	49	±9	3.2	±0.2	
Other Race/Ethnicity	70	±8	7	13	42	38	±9	3.1	±0.2	
Enlisted	81	±3	6	12	37	46	±4	3.2	±0.1	
E1 – E4	81	±5	6	10	34	51	±7	3.3	±0.2	
E5 – E9	81	±3	6	14	39	41	±4	3.1	±0.1	
Officers	80	±5	5	16	44	35	±7	3.1	±0.2	
USAR	81	±3	8	13	37	42	±4	3.1	±0.1	
White	84	±4	9	15	39	36	±6	3.0	±0.2	
Total Minority	76	±3	6	10	35	49	±4	3.3	±0.1	
Black	76	±4	5	10	36	49	±5	3.3	±0.1	
Hispanic	77	±4	7	10	31	51	±6	3.3	±0.2	
Other Race/Ethnicity	76	±7	6	13	38	43	±10	3.2	±0.2	
Enlisted	81	±3	8	13	36	43	±4	3.1	±0.1	
E1 – E4	82	±5	9	12	35	45	±7	3.2	±0.2	
E5 – E9	81	±3	7	14	37	41	±5	3.1	±0.1	
Officers	77	±5	6	15	44	35	±7	3.1	±0.2	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q91).

93. Continued	Percent Responding		Percentages				Max ME	Average Effectiveness		
			1	2	3	4				
USNR	84	±3	3	11	36	49	±4	3.3	±0.1	
White	87	±4	4	13	36	47	±6	3.3	±0.1	
Total Minority	80	±3	3	9	37	51	±4	3.4	±0.1	
Black	76	±4	3	8	36	53	±6	3.4	±0.1	
Hispanic	84	±4	3	9	34	54	±7	3.4	±0.1	
Other Race/Ethnicity	79	±6	3	12	42	43	±7	3.3	±0.1	
Enlisted	82	±3	3	10	35	52	±5	3.4	±0.1	
E1 – E4	80	±6	2	7	27	65	±9	3.5	±0.2	
E5 – E9	83	±4	4	11	37	48	±6	3.3	±0.1	
Officers	89	±4	4	16	42	38	±6	3.1	±0.1	
USMCR	83	±4	6	14	37	43	±6	3.2	±0.1	
White	86	±5	6	16	37	42	±8	3.1	±0.2	
Total Minority	79	±5	5	12	37	47	±7	3.2	±0.2	
Black	80	±7	6	13	36	45	±17	3.2	±0.3	
Hispanic	78	±8	4	10	39	47	±10	3.3	±0.2	
Other Race/Ethnicity	83	±7	7	13	31	48	±15	3.2	±0.3	
Enlisted	84	±4	6	14	36	44	±6	3.2	±0.2	
E1 – E4	86	±5	6	13	36	46	±8	3.2	±0.2	
E5 – E9	78	±6	7	17	37	39	±7	3.1	±0.2	
Officers	81	±4	4	15	43	38	±5	3.1	±0.1	
ANG	85	±2	4	13	41	42	±3	3.2	±0.1	
White	86	±3	4	13	42	40	±4	3.2	±0.1	
Total Minority	80	±3	3	12	39	46	±4	3.3	±0.1	
Black	74	±4	3	13	37	47	±5	3.3	±0.1	
Hispanic	83	±4	2	11	38	49	±7	3.3	±0.1	
Other Race/Ethnicity	83	±4	5	11	42	43	±7	3.2	±0.1	
Enlisted	84	±2	4	11	41	44	±3	3.2	±0.1	
E1 – E4	80	±5	2	7	40	51	±7	3.4	±0.1	
E5 – E9	85	±2	5	13	41	41	±4	3.2	±0.1	
Officers	87	±4	5	21	44	30	±7	3.0	±0.2	
USAFR	78	±3	4	12	40	45	±4	3.2	±0.1	
White	81	±4	4	13	39	44	±5	3.2	±0.1	
Total Minority	73	±3	3	10	42	46	±4	3.3	±0.1	
Black	71	±5	3	9	41	47	±6	3.3	±0.1	
Hispanic	78	±5	2	9	42	46	±8	3.3	±0.1	
Other Race/Ethnicity	71	±7	3	14	41	43	±7	3.2	±0.1	
Enlisted	78	±3	3	11	39	47	±4	3.3	±0.1	
E1 – E4	78	±5	3	7	37	53	±7	3.4	±0.1	
E5 – E9	78	±4	3	12	39	45	±5	3.3	±0.1	
Officers	79	±5	7	16	44	33	±7	3.0	±0.2	
USCGR	87	±3	4	14	39	43	±5	3.2	±0.1	
White	88	±4	3	14	40	42	±6	3.2	±0.1	
Total Minority	83	±5	5	15	35	45	±8	3.2	±0.2	
Black	79	±12	3	19	30	49	±21	3.2	±0.4	
Hispanic	83	±7	3	13	38	46	±10	3.3	±0.2	
Other Race/Ethnicity	84	±9	10	15	34	41	±16	3.1	±0.3	
Enlisted	87	±4	4	14	37	45	±6	3.2	±0.1	
E1 – E4	85	±6	4	13	38	45	±9	3.2	±0.2	
E5 – E9	87	±4	4	15	37	44	±7	3.2	±0.2	
Officers	89	±4	2	15	47	36	±7	3.2	±0.1	

Note. Percent responding are Reserve component members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q91).

94. To what extent do you feel...**a. Comfortable interacting with people from different racial/ethnic groups?**1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	89	±1	4	2	13	27	55	±2	4.3	±0.1	
Enlisted	89	±2	4	2	14	27	53	±2	4.2	±0.1	
E1 – E4	88	±3	4	2	16	24	53	±4	4.2	±0.1	
E5 – E9	89	±2	4	2	12	29	53	±2	4.2	±0.1	
Officers	90	±2	1	1	7	28	64	±3	4.5	±0.1	
O1 – O3	90	±3	1	1	7	28	63	±5	4.5	±0.1	
O4 – O6	91	±2	1	1	6	26	67	±4	4.6	±0.1	
Male	89	±2	4	2	13	26	55	±2	4.3	±0.1	
Female	87	±3	2	1	12	30	55	±4	4.3	±0.1	
White	90	±2	3	2	12	28	55	±3	4.3	±0.1	
Total Minority	86	±2	5	2	14	24	54	±2	4.2	±0.1	
Black	85	±2	5	2	15	26	52	±3	4.2	±0.1	
Hispanic	87	±3	7	2	13	23	55	±4	4.2	±0.1	
AIAN	93	±5	3	1	12	20	64	±12	4.4	±0.2	
Asian	86	±5	5	3	20	24	48	±4	4.1	±0.1	
NHPI	89	±5	5	1	14	20	59	±13	4.3	±0.3	
Two or More Races	85	±7	2	1	13	20	63	±8	4.4	±0.2	
AGR/FTS/AR	89	±2	3	2	10	29	56	±4	4.3	±0.1	
Other Selected Reserve	89	±2	4	2	13	27	55	±2	4.3	±0.1	
Reserve Unit	89	±2	4	2	13	27	54	±2	4.3	±0.1	
Military Technician	89	±3	6	1	14	32	47	±4	4.1	±0.2	
IMA	91	±2	1	0	5	24	69	±3	4.6	±0.1	
Not Activated Past 12 Months	89	±2	4	2	13	26	55	±2	4.3	±0.1	
Activated Past 12 Months	88	±3	3	1	14	28	54	±4	4.3	±0.1	
Not Deployed Past 12 Months	89	±2	4	2	13	27	55	±2	4.3	±0.1	
Deployed Past 12 Months	86	±4	2	1	15	29	53	±5	4.3	±0.1	
ARNG	88	±2	4	2	15	27	52	±4	4.2	±0.1	
White	89	±3	3	2	15	28	51	±5	4.2	±0.1	
Total Minority	85	±3	6	2	15	25	52	±4	4.2	±0.1	
Black	86	±4	4	2	15	28	51	±6	4.2	±0.2	
Hispanic	85	±5	9	2	13	24	53	±7	4.1	±0.2	
Other Race/Ethnicity	85	±8	6	2	16	21	55	±8	4.2	±0.2	
Enlisted	88	±3	5	2	16	27	51	±4	4.2	±0.1	
E1 – E4	87	±4	5	3	16	23	53	±7	4.2	±0.2	
E5 – E9	89	±3	5	2	15	31	48	±4	4.2	±0.1	
Officers	87	±4	1	1	9	31	58	±6	4.4	±0.1	
USAR	89	±2	3	1	14	26	55	±4	4.3	±0.1	
White	90	±3	1	1	13	27	58	±6	4.4	±0.1	
Total Minority	86	±3	6	2	15	24	53	±4	4.2	±0.1	
Black	85	±3	5	3	17	25	51	±5	4.1	±0.1	
Hispanic	88	±3	9	2	14	24	52	±6	4.1	±0.2	
Other Race/Ethnicity	87	±6	3	2	16	22	57	±9	4.3	±0.2	
Enlisted	88	±3	4	2	16	26	53	±4	4.2	±0.1	
E1 – E4	88	±4	3	1	19	23	53	±7	4.2	±0.2	
E5 – E9	88	±3	4	2	12	29	53	±4	4.2	±0.1	
Officers	89	±4	1	1	6	26	67	±6	4.6	±0.1	

Note. Percent responding are Reserve component members who answered the question.

94a. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
USNR	89	±2	3	1	11	26	59	±4	4.4	±0.1	
White	91	±3	3	1	8	28	60	±6	4.4	±0.1	
Total Minority	86	±3	4	2	15	23	56	±4	4.3	±0.1	
Black	82	±4	7	1	15	22	55	±6	4.2	±0.2	
Hispanic	89	±4	1	2	15	23	58	±7	4.3	±0.2	
Other Race/Ethnicity	86	±6	5	2	16	22	55	±7	4.2	±0.2	
Enlisted	88	±3	4	2	12	25	57	±5	4.3	±0.1	
E1 – E4	87	±5	4	2	15	20	58	±8	4.3	±0.2	
E5 – E9	88	±3	4	2	11	27	56	±5	4.3	±0.1	
Officers	93	±3	1	1	6	28	65	±6	4.5	±0.1	
USMCR	89	±4	6	2	13	26	54	±6	4.2	±0.2	
White	92	±4	5	2	10	30	54	±8	4.3	±0.2	
Total Minority	83	±6	8	2	18	18	56	±7	4.1	±0.2	
Black	86	±10	5	2	26	14	53	±13	4.1	±0.3	
Hispanic	82	±8	10	1	16	16	56	±10	4.1	±0.3	
Other Race/Ethnicity	83	±12	4	1	11	26	58	±15	4.3	±0.2	
Enlisted	89	±4	6	2	14	26	53	±6	4.2	±0.2	
E1 – E4	89	±5	6	2	13	28	50	±8	4.1	±0.2	
E5 – E9	87	±4	6	1	14	20	59	±7	4.3	±0.2	
Officers	91	±3	1	0	4	25	70	±5	4.6	±0.1	
ANG	92	±2	3	2	10	28	57	±3	4.4	±0.1	
White	92	±2	3	2	10	29	57	±4	4.4	±0.1	
Total Minority	90	±2	3	1	13	25	58	±4	4.3	±0.1	
Black	86	±3	4	2	11	29	55	±5	4.3	±0.1	
Hispanic	91	±3	3	1	10	24	63	±7	4.4	±0.1	
Other Race/Ethnicity	92	±3	2	2	19	21	56	±7	4.3	±0.2	
Enlisted	91	±2	3	2	11	29	56	±3	4.3	±0.1	
E1 – E4	89	±4	2	2	14	26	57	±7	4.3	±0.2	
E5 – E9	92	±2	4	2	10	29	55	±3	4.3	±0.1	
Officers	95	±3	1	0	8	25	65	±6	4.5	±0.1	
USAFR	89	±2	3	1	8	27	61	±3	4.4	±0.1	
White	89	±3	2	1	7	29	61	±5	4.4	±0.1	
Total Minority	87	±3	4	1	11	22	62	±4	4.4	±0.1	
Black	86	±4	4	1	10	25	60	±5	4.4	±0.1	
Hispanic	89	±4	4	1	10	21	64	±7	4.4	±0.2	
Other Race/Ethnicity	87	±5	3	1	13	20	63	±7	4.4	±0.2	
Enlisted	88	±3	4	1	10	27	58	±4	4.4	±0.1	
E1 – E4	89	±4	4	2	11	26	57	±6	4.3	±0.2	
E5 – E9	87	±3	3	1	9	27	59	±5	4.4	±0.1	
Officers	92	±4	0	0	3	25	72	±6	4.7	±0.1	
USCGR	90	±3	1	1	11	26	61	±5	4.4	±0.1	
White	90	±3	1	1	9	27	62	±6	4.5	±0.1	
Total Minority	88	±4	2	1	16	22	59	±7	4.4	±0.2	
Black	92	±8	NR	NR	14	20	66	±17	4.5	±0.3	
Hispanic	87	±6	1	1	16	25	56	±10	4.3	±0.2	
Other Race/Ethnicity	88	±9	5	0	16	20	60	±13	4.3	±0.3	
Enlisted	89	±3	1	1	12	26	60	±5	4.4	±0.1	
E1 – E4	88	±5	2	1	13	28	55	±9	4.3	±0.2	
E5 – E9	90	±4	1	1	11	25	62	±7	4.5	±0.1	
Officers	92	±4	0	0	6	26	67	±6	4.6	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

94. To what extent do you feel...**b. Pressure from military members not to socialize with members of other racial/ethnic groups?**1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	88	±1	78	7	9	2	3	±2	1.5	±0.1	
Enlisted	88	±2	77	7	10	3	3	±2	1.5	±0.1	
E1 – E4	88	±3	72	8	13	2	5	±4	1.6	±0.1	
E5 – E9	88	±2	81	7	7	3	2	±2	1.4	±0.1	
Officers	89	±2	86	4	5	2	3	±3	1.3	±0.1	
O1 – O3	89	±3	83	4	7	2	4	±5	1.4	±0.1	
O4 – O6	90	±3	89	5	3	1	2	±3	1.2	±0.1	
Male	89	±2	78	7	9	3	3	±2	1.5	±0.1	
Female	86	±3	80	7	8	2	3	±4	1.4	±0.1	
White	90	±2	80	6	8	2	3	±3	1.4	±0.1	
Total Minority	86	±2	74	7	12	3	4	±2	1.6	±0.1	
Black	85	±2	73	8	12	3	4	±3	1.6	±0.1	
Hispanic	87	±2	75	7	12	3	4	±3	1.5	±0.1	
AIAN	93	±5	79	7	8	1	5	±13	1.5	±0.3	
Asian	86	±5	67	9	18	4	3	±4	1.7	±0.1	
NHPI	88	±6	77	4	13	3	2	±10	1.5	±0.2	
Two or More Races	84	±7	79	7	9	1	3	±8	1.4	±0.2	
AGR/FTS/AR	88	±2	81	6	8	3	3	±3	1.4	±0.1	
Other Selected Reserve	88	±2	78	7	9	2	3	±2	1.5	±0.1	
Reserve Unit	88	±2	78	7	9	2	4	±2	1.5	±0.1	
Military Technician	88	±3	79	5	10	4	2	±4	1.4	±0.1	
IMA	90	±2	89	4	3	2	2	±2	1.2	±0.1	
Not Activated Past 12 Months	89	±2	79	6	9	3	4	±2	1.5	±0.1	
Activated Past 12 Months	88	±2	77	8	11	2	3	±3	1.5	±0.1	
Not Deployed Past 12 Months	89	±2	79	6	9	3	4	±2	1.5	±0.1	
Deployed Past 12 Months	87	±3	75	9	11	2	3	±5	1.5	±0.1	
ARNG	88	±2	77	7	10	2	3	±3	1.5	±0.1	
White	89	±3	79	7	10	2	3	±4	1.4	±0.1	
Total Minority	86	±3	73	8	12	4	4	±4	1.6	±0.1	
Black	85	±4	72	8	11	5	4	±5	1.6	±0.2	
Hispanic	88	±3	73	8	12	4	3	±7	1.6	±0.2	
Other Race/Ethnicity	84	±8	73	7	13	2	4	±7	1.6	±0.2	
Enlisted	88	±3	76	7	11	2	3	±4	1.5	±0.1	
E1 – E4	88	±4	73	8	14	2	4	±6	1.6	±0.2	
E5 – E9	89	±3	79	7	8	3	2	±3	1.4	±0.1	
Officers	87	±4	83	5	6	2	3	±5	1.4	±0.2	
USAR	88	±2	75	8	10	3	4	±4	1.5	±0.1	
White	90	±3	77	7	8	3	5	±6	1.5	±0.2	
Total Minority	86	±3	73	8	13	3	4	±3	1.6	±0.1	
Black	85	±3	72	9	12	2	5	±5	1.6	±0.1	
Hispanic	87	±4	75	6	12	3	4	±5	1.5	±0.1	
Other Race/Ethnicity	87	±6	72	8	14	3	3	±8	1.6	±0.2	
Enlisted	88	±3	73	8	11	3	5	±4	1.6	±0.1	
E1 – E4	88	±4	68	9	14	3	6	±7	1.7	±0.2	
E5 – E9	88	±3	79	8	7	3	3	±4	1.4	±0.1	
Officers	88	±4	85	4	5	2	3	±5	1.4	±0.2	

Note. Percent responding are Reserve component members who answered the question.

94b. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
USNR	88	±2	81	6	8	2	3	±3	1.4	±0.1	
White	90	±3	85	6	5	2	2	±5	1.3	±0.1	
Total Minority	85	±3	75	6	13	2	3	±3	1.5	±0.1	
Black	80	±4	74	5	15	3	4	±5	1.6	±0.2	
Hispanic	88	±4	75	7	13	2	3	±6	1.5	±0.2	
Other Race/Ethnicity	85	±6	75	8	12	3	1	±5	1.5	±0.1	
Enlisted	87	±3	79	6	10	2	3	±4	1.4	±0.1	
E1 – E4	86	±5	75	6	13	3	3	±8	1.5	±0.2	
E5 – E9	87	±3	81	6	8	2	3	±4	1.4	±0.1	
Officers	92	±3	88	5	3	2	2	±5	1.2	±0.1	
USMCR	88	±4	76	7	9	3	5	±5	1.5	±0.2	
White	92	±4	80	8	5	4	4	±7	1.4	±0.2	
Total Minority	82	±6	70	6	16	2	7	±7	1.7	±0.2	
Black	85	±10	64	6	21	2	7	±13	1.8	±0.3	
Hispanic	81	±8	71	3	16	3	8	±11	1.7	±0.3	
Other Race/Ethnicity	83	±12	74	14	9	0	3	±19	1.5	±0.2	
Enlisted	88	±4	75	8	9	3	5	±6	1.6	±0.2	
E1 – E4	89	±5	72	8	10	4	6	±8	1.6	±0.2	
E5 – E9	86	±4	80	6	9	3	2	±6	1.4	±0.1	
Officers	91	±3	91	2	2	1	3	±3	1.2	±0.1	
ANG	91	±2	84	5	6	2	2	±2	1.3	±0.1	
White	92	±2	86	5	5	2	2	±3	1.3	±0.1	
Total Minority	89	±2	79	5	10	2	4	±3	1.5	±0.1	
Black	84	±3	81	5	9	2	3	±4	1.4	±0.1	
Hispanic	91	±3	78	6	8	1	7	±6	1.5	±0.2	
Other Race/Ethnicity	91	±3	79	4	13	2	2	±6	1.4	±0.1	
Enlisted	91	±2	83	6	7	2	2	±3	1.3	±0.1	
E1 – E4	89	±4	81	4	10	2	4	±6	1.4	±0.2	
E5 – E9	91	±2	84	6	6	2	2	±3	1.3	±0.1	
Officers	93	±3	90	3	5	1	1	±5	1.2	±0.1	
USAFR	88	±2	84	4	7	2	3	±3	1.4	±0.1	
White	88	±3	85	4	5	3	3	±4	1.4	±0.1	
Total Minority	87	±3	81	5	9	2	3	±4	1.4	±0.1	
Black	86	±4	81	6	8	3	3	±5	1.4	±0.1	
Hispanic	89	±4	82	4	9	1	3	±7	1.4	±0.2	
Other Race/Ethnicity	87	±5	78	7	10	1	4	±7	1.5	±0.2	
Enlisted	87	±3	82	5	7	3	3	±3	1.4	±0.1	
E1 – E4	89	±4	75	5	9	5	5	±6	1.6	±0.2	
E5 – E9	87	±3	85	5	7	2	2	±4	1.3	±0.1	
Officers	90	±4	90	2	3	0	4	±5	1.2	±0.2	
USCGR	89	±3	82	3	9	3	3	±4	1.4	±0.1	
White	89	±4	82	3	8	3	3	±5	1.4	±0.2	
Total Minority	88	±4	80	2	13	2	3	±6	1.4	±0.2	
Black	94	±6	80	2	16	NR	3	±16	1.4	±0.3	
Hispanic	87	±6	78	3	14	2	3	±10	1.5	±0.2	
Other Race/Ethnicity	87	±9	85	1	11	2	2	±10	1.3	±0.2	
Enlisted	88	±4	80	3	10	3	3	±5	1.5	±0.2	
E1 – E4	88	±5	75	5	11	7	2	±8	1.6	±0.2	
E5 – E9	88	±4	83	2	10	1	4	±6	1.4	±0.2	
Officers	90	±4	88	3	5	0	4	±5	1.3	±0.2	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

94. To what extent do you feel...

c. The need to watch what you say when with people from different racial/ethnic groups?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	89	±1	44	19	20	9	8	±2	2.2	±0.1	
Enlisted	89	±2	45	18	21	9	8	±2	2.2	±0.1	
E1 – E4	88	±3	43	15	24	9	9	±4	2.3	±0.1	
E5 – E9	89	±2	46	20	18	8	7	±2	2.1	±0.1	
Officers	90	±2	41	25	17	9	9	±3	2.2	±0.1	
O1 – O3	90	±3	41	24	18	8	10	±5	2.2	±0.2	
O4 – O6	91	±2	42	27	15	9	7	±4	2.1	±0.1	
Male	89	±2	44	19	20	9	8	±2	2.2	±0.1	
Female	87	±3	45	18	20	9	8	±4	2.2	±0.2	
White	90	±2	45	20	19	8	8	±3	2.1	±0.1	
Total Minority	86	±2	42	17	23	9	9	±2	2.3	±0.1	
Black	85	±2	41	18	22	9	10	±3	2.3	±0.1	
Hispanic	88	±2	46	16	22	8	9	±4	2.2	±0.1	
AIAN	93	±5	48	9	26	5	12	±16	2.2	±0.4	
Asian	86	±5	32	18	28	14	9	±4	2.5	±0.1	
NHPI	89	±5	38	14	20	21	6	±23	2.4	±0.4	
Two or More Races	85	±7	46	19	24	5	6	±9	2.1	±0.2	
AGR/FTS/AR	89	±2	46	21	17	8	8	±4	2.1	±0.1	
Other Selected Reserve	89	±2	44	19	21	9	8	±2	2.2	±0.1	
Reserve Unit	89	±2	44	19	21	9	8	±2	2.2	±0.1	
Military Technician	89	±3	47	18	19	9	7	±4	2.1	±0.1	
IMA	90	±2	46	24	14	9	8	±3	2.1	±0.1	
Not Activated Past 12 Months	89	±2	45	19	20	8	8	±2	2.2	±0.1	
Activated Past 12 Months	88	±2	42	18	22	10	8	±4	2.2	±0.1	
Not Deployed Past 12 Months	89	±2	45	19	20	8	8	±2	2.2	±0.1	
Deployed Past 12 Months	87	±3	38	20	22	11	9	±5	2.3	±0.2	
ARNG	88	±2	44	18	21	9	8	±4	2.2	±0.1	
White	89	±3	46	18	20	9	7	±5	2.1	±0.2	
Total Minority	86	±3	41	18	23	9	9	±4	2.3	±0.1	
Black	85	±4	37	21	23	10	10	±6	2.4	±0.2	
Hispanic	88	±3	46	14	22	8	9	±7	2.2	±0.2	
Other Race/Ethnicity	85	±8	38	19	26	9	8	±10	2.3	±0.2	
Enlisted	88	±3	45	17	22	9	8	±4	2.2	±0.1	
E1 – E4	87	±4	46	15	23	9	7	±7	2.2	±0.2	
E5 – E9	89	±3	43	19	20	9	8	±4	2.2	±0.1	
Officers	87	±4	41	25	17	8	9	±6	2.2	±0.2	
USAR	89	±2	39	19	22	10	10	±4	2.3	±0.1	
White	90	±3	37	21	21	10	11	±6	2.4	±0.2	
Total Minority	86	±3	41	17	23	10	9	±4	2.3	±0.1	
Black	84	±3	41	17	21	9	10	±5	2.3	±0.2	
Hispanic	88	±3	42	17	22	10	9	±6	2.3	±0.2	
Other Race/Ethnicity	87	±6	38	14	28	11	9	±10	2.4	±0.2	
Enlisted	88	±3	40	18	23	10	10	±4	2.3	±0.2	
E1 – E4	89	±4	37	13	29	9	12	±7	2.5	±0.2	
E5 – E9	88	±3	44	23	15	10	7	±4	2.1	±0.1	
Officers	89	±4	34	26	17	12	11	±6	2.4	±0.2	

Note. Percent responding are Reserve component members who answered the question.

94c. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
USNR	89	±2	48	18	20	7	7	±4	2.1	±0.1	
White	91	±3	50	20	18	6	6	±6	2.0	±0.2	
Total Minority	86	±3	45	16	22	9	8	±4	2.2	±0.1	
Black	81	±4	49	12	22	7	9	±6	2.2	±0.2	
Hispanic	89	±4	49	16	21	8	6	±7	2.1	±0.2	
Other Race/Ethnicity	86	±6	34	22	24	13	8	±7	2.4	±0.2	
Enlisted	87	±3	49	16	21	7	7	±5	2.1	±0.2	
E1 – E4	86	±5	42	14	28	10	6	±9	2.2	±0.2	
E5 – E9	88	±3	51	17	19	6	7	±5	2.0	±0.2	
Officers	93	±3	46	25	15	8	7	±6	2.1	±0.2	
USMCR	88	±4	47	19	18	8	8	±6	2.1	±0.2	
White	91	±4	47	22	15	9	7	±8	2.1	±0.2	
Total Minority	83	±6	48	11	25	7	8	±7	2.2	±0.2	
Black	86	±10	42	10	32	7	10	±12	2.3	±0.3	
Hispanic	82	±8	51	11	26	4	8	±10	2.1	±0.3	
Other Race/Ethnicity	83	±12	46	13	17	18	6	±17	2.2	±0.4	
Enlisted	88	±4	47	18	19	8	8	±6	2.1	±0.2	
E1 – E4	88	±5	43	19	21	9	9	±8	2.2	±0.2	
E5 – E9	87	±4	58	15	15	6	6	±7	1.9	±0.2	
Officers	92	±3	43	25	14	11	7	±5	2.1	±0.2	
ANG	92	±2	47	22	18	5	7	±3	2.0	±0.1	
White	92	±2	48	24	17	5	6	±4	2.0	±0.1	
Total Minority	90	±2	45	15	22	8	9	±4	2.2	±0.1	
Black	86	±3	46	16	21	10	8	±5	2.2	±0.2	
Hispanic	91	±3	45	16	20	7	12	±7	2.3	±0.2	
Other Race/Ethnicity	92	±3	45	14	24	9	8	±7	2.2	±0.2	
Enlisted	91	±2	48	22	18	5	7	±3	2.0	±0.1	
E1 – E4	89	±4	46	22	21	5	7	±7	2.1	±0.2	
E5 – E9	92	±2	48	22	17	6	7	±4	2.0	±0.1	
Officers	95	±3	45	24	19	6	6	±6	2.0	±0.2	
USAFR	88	±2	47	18	18	9	8	±3	2.1	±0.1	
White	89	±3	47	18	17	9	8	±5	2.1	±0.2	
Total Minority	87	±3	46	18	21	7	8	±4	2.1	±0.1	
Black	86	±4	46	16	20	8	11	±5	2.2	±0.2	
Hispanic	89	±4	48	20	22	6	4	±7	2.0	±0.2	
Other Race/Ethnicity	87	±5	46	19	21	8	7	±7	2.1	±0.2	
Enlisted	88	±3	48	16	19	9	8	±4	2.1	±0.1	
E1 – E4	89	±4	44	15	21	11	9	±6	2.2	±0.2	
E5 – E9	87	±3	49	17	19	8	8	±5	2.1	±0.2	
Officers	91	±4	44	24	15	8	8	±7	2.1	±0.2	
USCGR	89	±3	42	19	22	9	7	±5	2.2	±0.2	
White	90	±4	40	21	21	10	8	±6	2.2	±0.2	
Total Minority	89	±4	48	14	25	7	6	±7	2.1	±0.2	
Black	94	±6	47	10	22	11	10	±19	2.3	±0.5	
Hispanic	88	±6	51	14	24	4	6	±10	2.0	±0.3	
Other Race/Ethnicity	88	±9	42	16	28	10	4	±14	2.2	±0.3	
Enlisted	89	±3	42	19	23	9	7	±5	2.2	±0.2	
E1 – E4	88	±5	42	12	28	12	6	±9	2.3	±0.3	
E5 – E9	90	±4	42	22	20	8	8	±7	2.2	±0.2	
Officers	91	±4	42	23	21	6	8	±7	2.1	±0.2	

Note. Percent responding are Reserve component members who answered the question.

94. To what extent do you feel...

d. The need to watch your behavior (e.g., body language or facial expressions) when interacting with people from different racial/ethnic groups?

1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	89	±1	49	16	18	8	8	±2	2.1	±0.1	
Enlisted	89	±2	50	15	19	8	8	±2	2.1	±0.1	
E1 – E4	88	±3	48	14	22	8	8	±4	2.2	±0.1	
E5 – E9	89	±2	51	16	17	8	7	±2	2.0	±0.1	
Officers	90	±2	49	21	14	8	9	±3	2.1	±0.1	
O1 – O3	90	±3	50	18	15	7	10	±5	2.1	±0.2	
O4 – O6	91	±2	48	24	13	8	7	±4	2.0	±0.1	
Male	89	±2	49	17	18	8	8	±2	2.1	±0.1	
Female	87	±3	50	14	20	8	8	±4	2.1	±0.2	
White	90	±2	52	17	17	7	7	±3	2.0	±0.1	
Total Minority	87	±2	45	15	21	9	9	±2	2.2	±0.1	
Black	85	±2	43	16	21	10	10	±3	2.3	±0.1	
Hispanic	88	±2	48	14	21	8	9	±4	2.1	±0.1	
AIAN	93	±5	53	9	27	3	8	±16	2.0	±0.4	
Asian	86	±5	33	19	28	11	9	±4	2.4	±0.1	
NHPI	89	±5	41	13	19	21	6	±23	2.4	±0.5	
Two or More Races	85	±7	54	15	17	8	6	±8	2.0	±0.2	
AGR/FTS/AR	89	±2	52	18	15	8	7	±4	2.0	±0.1	
Other Selected Reserve	89	±2	49	16	19	8	8	±2	2.1	±0.1	
Reserve Unit	89	±2	49	16	19	8	8	±2	2.1	±0.1	
Military Technician	89	±3	52	16	17	8	7	±4	2.0	±0.2	
IMA	90	±2	52	21	14	7	7	±3	2.0	±0.1	
Not Activated Past 12 Months	89	±2	51	16	18	8	8	±2	2.1	±0.1	
Activated Past 12 Months	88	±2	46	17	20	9	8	±4	2.2	±0.1	
Not Deployed Past 12 Months	89	±2	50	16	18	8	8	±2	2.1	±0.1	
Deployed Past 12 Months	87	±3	44	19	19	10	9	±5	2.2	±0.2	
ARNG	88	±2	50	16	19	8	7	±4	2.1	±0.1	
White	89	±3	53	15	18	8	6	±5	2.0	±0.2	
Total Minority	86	±3	43	17	21	10	9	±4	2.3	±0.1	
Black	85	±4	38	19	22	11	10	±6	2.4	±0.2	
Hispanic	88	±3	47	14	21	9	10	±7	2.2	±0.2	
Other Race/Ethnicity	85	±8	43	19	19	11	7	±9	2.2	±0.3	
Enlisted	89	±3	50	15	20	9	7	±4	2.1	±0.1	
E1 – E4	88	±4	51	14	20	8	7	±7	2.1	±0.2	
E5 – E9	89	±3	48	15	20	9	8	±4	2.1	±0.1	
Officers	88	±4	50	22	14	6	8	±6	2.0	±0.2	
USAR	88	±2	44	16	20	10	10	±4	2.2	±0.1	
White	90	±4	45	18	18	10	10	±6	2.2	±0.2	
Total Minority	87	±2	44	14	23	10	9	±4	2.3	±0.1	
Black	85	±3	45	15	19	10	11	±5	2.3	±0.2	
Hispanic	88	±3	45	15	23	9	9	±6	2.2	±0.2	
Other Race/Ethnicity	87	±6	40	12	30	10	8	±10	2.3	±0.2	
Enlisted	88	±3	44	16	21	9	10	±4	2.2	±0.2	
E1 – E4	88	±4	40	13	27	9	12	±7	2.4	±0.2	
E5 – E9	89	±3	49	19	15	10	8	±4	2.1	±0.1	
Officers	89	±4	44	19	14	11	12	±7	2.3	±0.2	

Note. Percent responding are Reserve component members who answered the question.

94d. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
USNR	89	±2	52	17	17	7	7	±4	2.0	±0.1	<div></div>
White	91	±3	54	19	14	6	7	±6	1.9	±0.2	<div></div>
Total Minority	86	±3	49	13	23	8	8	±4	2.1	±0.1	<div></div>
Black	82	±4	50	9	24	8	9	±6	2.1	±0.2	<div></div>
Hispanic	90	±4	52	15	20	7	6	±7	2.0	±0.2	<div></div>
Other Race/Ethnicity	86	±6	42	16	25	9	8	±7	2.3	±0.2	<div></div>
Enlisted	88	±3	52	16	19	7	7	±5	2.0	±0.2	<div></div>
E1 – E4	87	±5	47	14	25	8	7	±9	2.1	±0.2	<div></div>
E5 – E9	88	±3	54	17	16	6	7	±5	2.0	±0.2	<div></div>
Officers	93	±3	52	20	14	7	7	±6	2.0	±0.2	<div></div>
USMCR	88	±4	51	17	18	7	7	±6	2.0	±0.2	<div></div>
White	91	±4	51	19	16	7	7	±7	2.0	±0.2	<div></div>
Total Minority	83	±6	50	13	22	7	8	±7	2.1	±0.2	<div></div>
Black	85	±10	41	14	27	6	11	±12	2.3	±0.3	<div></div>
Hispanic	82	±8	54	13	22	4	7	±10	2.0	±0.3	<div></div>
Other Race/Ethnicity	83	±12	49	13	16	16	6	±17	2.2	±0.4	<div></div>
Enlisted	88	±4	50	16	19	7	8	±6	2.0	±0.2	<div></div>
E1 – E4	88	±5	47	17	20	7	9	±8	2.1	±0.2	<div></div>
E5 – E9	87	±4	59	15	16	5	5	±7	1.8	±0.2	<div></div>
Officers	92	±3	53	21	11	8	6	±5	1.9	±0.2	<div></div>
ANG	92	±2	54	18	16	5	6	±3	1.9	±0.1	<div></div>
White	92	±2	55	19	15	5	5	±4	1.8	±0.1	<div></div>
Total Minority	90	±2	50	14	19	8	9	±4	2.1	±0.1	<div></div>
Black	86	±3	47	14	20	10	8	±5	2.2	±0.2	<div></div>
Hispanic	91	±3	52	14	17	6	11	±7	2.1	±0.2	<div></div>
Other Race/Ethnicity	92	±3	50	13	20	8	7	±7	2.1	±0.2	<div></div>
Enlisted	91	±2	55	17	16	5	6	±3	1.9	±0.1	<div></div>
E1 – E4	89	±4	54	16	18	6	6	±7	1.9	±0.2	<div></div>
E5 – E9	92	±2	55	18	15	5	6	±4	1.9	±0.1	<div></div>
Officers	95	±3	50	22	16	5	6	±6	1.9	±0.2	<div></div>
USAFR	89	±2	52	15	17	8	8	±3	2.0	±0.1	<div></div>
White	89	±3	54	15	15	8	8	±5	2.0	±0.2	<div></div>
Total Minority	87	±3	50	16	20	7	7	±4	2.1	±0.1	<div></div>
Black	86	±4	47	16	20	8	10	±5	2.2	±0.2	<div></div>
Hispanic	89	±4	56	14	19	7	4	±7	1.9	±0.2	<div></div>
Other Race/Ethnicity	87	±5	48	18	21	5	7	±7	2.0	±0.2	<div></div>
Enlisted	88	±2	53	13	18	8	8	±4	2.0	±0.1	<div></div>
E1 – E4	89	±4	49	11	22	9	8	±6	2.2	±0.2	<div></div>
E5 – E9	87	±3	56	14	16	7	7	±5	2.0	±0.2	<div></div>
Officers	92	±4	49	22	13	8	8	±7	2.0	±0.2	<div></div>
USCGR	89	±3	47	19	20	8	7	±5	2.1	±0.2	<div></div>
White	90	±4	44	21	19	9	7	±6	2.1	±0.2	<div></div>
Total Minority	89	±4	53	10	22	7	7	±7	2.0	±0.2	<div></div>
Black	94	±6	45	12	20	12	12	±20	2.3	±0.5	<div></div>
Hispanic	87	±6	58	8	23	4	7	±10	1.9	±0.3	<div></div>
Other Race/Ethnicity	88	±9	50	13	24	10	3	±14	2.0	±0.3	<div></div>
Enlisted	89	±3	46	18	21	9	7	±5	2.1	±0.2	<div></div>
E1 – E4	88	±6	46	13	24	11	6	±9	2.2	±0.3	<div></div>
E5 – E9	90	±4	46	21	19	7	7	±7	2.1	±0.2	<div></div>
Officers	91	±4	49	22	15	7	8	±7	2.0	±0.2	<div></div>

Note. Percent responding are Reserve component members who answered the question.

94. To what extent do you feel...

e. Comfortable interacting with people with different religious beliefs than you?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	89	±1	8	3	17	26	47	±2	4.0	±0.1	
Enlisted	89	±2	8	3	18	25	45	±2	4.0	±0.1	
E1 – E4	88	±3	9	2	21	21	47	±4	4.0	±0.1	
E5 – E9	89	±2	8	4	15	28	44	±2	4.0	±0.1	
Officers	90	±2	4	3	11	29	54	±3	4.3	±0.1	
O1 – O3	90	±3	4	2	11	27	55	±5	4.3	±0.1	
O4 – O6	91	±2	4	3	10	30	53	±4	4.3	±0.1	
Male	89	±2	8	3	17	25	47	±2	4.0	±0.1	
Female	87	±3	6	3	17	26	47	±4	4.1	±0.1	
White	90	±2	7	3	17	27	47	±3	4.1	±0.1	
Total Minority	86	±2	10	4	17	22	46	±2	3.9	±0.1	
Black	85	±2	9	4	18	23	45	±3	3.9	±0.1	
Hispanic	88	±2	12	4	16	22	47	±4	3.9	±0.1	
AIAN	93	±5	6	5	18	12	59	±13	4.1	±0.3	
Asian	86	±5	9	7	23	24	38	±4	3.8	±0.1	
NHPI	88	±6	8	4	16	21	51	±14	4.0	±0.3	
Two or More Races	84	±7	8	4	15	20	54	±9	4.1	±0.3	
AGR/FTS/AR	89	±2	7	4	14	30	46	±4	4.0	±0.1	
Other Selected Reserve	89	±2	8	3	17	25	47	±2	4.0	±0.1	
Reserve Unit	89	±2	8	3	17	25	47	±2	4.0	±0.1	
Military Technician	89	±3	10	4	17	29	40	±4	3.8	±0.2	
IMA	90	±2	5	3	10	25	57	±3	4.3	±0.1	
Not Activated Past 12 Months	89	±2	8	3	17	25	47	±2	4.0	±0.1	
Activated Past 12 Months	88	±2	6	4	17	27	46	±4	4.0	±0.1	
Not Deployed Past 12 Months	89	±2	8	3	17	25	47	±2	4.0	±0.1	
Deployed Past 12 Months	87	±3	5	4	18	29	44	±5	4.0	±0.1	
ARNG	88	±2	8	3	18	27	44	±4	3.9	±0.1	
White	89	±3	8	2	18	29	43	±5	4.0	±0.2	
Total Minority	86	±3	11	4	17	23	45	±4	3.9	±0.2	
Black	86	±4	9	4	18	24	44	±6	3.9	±0.2	
Hispanic	87	±3	12	3	16	24	45	±7	3.9	±0.3	
Other Race/Ethnicity	85	±8	11	7	18	20	44	±9	3.8	±0.3	
Enlisted	88	±3	9	3	19	26	43	±4	3.9	±0.1	
E1 – E4	87	±4	10	2	21	22	46	±7	3.9	±0.2	
E5 – E9	89	±3	8	4	16	31	41	±4	3.9	±0.1	
Officers	87	±4	4	3	13	33	48	±6	4.2	±0.2	
USAR	89	±2	7	4	17	24	49	±4	4.0	±0.1	
White	91	±3	5	3	16	26	50	±6	4.1	±0.2	
Total Minority	86	±3	9	5	18	22	46	±4	3.9	±0.1	
Black	85	±3	8	6	19	23	44	±5	3.9	±0.2	
Hispanic	88	±3	13	5	15	22	46	±6	3.8	±0.2	
Other Race/Ethnicity	87	±6	5	3	18	19	54	±9	4.1	±0.2	
Enlisted	88	±3	7	4	18	23	47	±4	4.0	±0.1	
E1 – E4	88	±4	7	4	22	20	47	±7	4.0	±0.2	
E5 – E9	89	±3	7	5	14	26	47	±4	4.0	±0.1	
Officers	89	±4	3	3	9	27	58	±6	4.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

94e. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
USNR	89	±2	7	3	16	26	49	±4	4.1	±0.1	
White	91	±3	6	2	13	27	51	±6	4.1	±0.2	
Total Minority	85	±3	8	4	19	23	45	±4	3.9	±0.1	
Black	81	±4	12	3	20	20	45	±6	3.8	±0.2	
Hispanic	89	±4	7	5	18	24	46	±7	4.0	±0.2	
Other Race/Ethnicity	86	±6	7	4	20	23	45	±7	4.0	±0.2	
Enlisted	87	±3	8	3	17	24	47	±5	4.0	±0.2	
E1 – E4	87	±5	10	3	20	20	47	±9	3.9	±0.3	
E5 – E9	88	±3	8	3	17	26	46	±6	4.0	±0.2	
Officers	93	±3	3	2	10	30	55	±6	4.3	±0.2	
USMCR	89	±4	11	4	17	21	46	±6	3.9	±0.2	
White	92	±4	10	3	16	25	46	±7	3.9	±0.2	
Total Minority	83	±6	13	6	21	14	46	±7	3.7	±0.3	
Black	85	±10	6	7	28	12	47	±12	3.9	±0.3	
Hispanic	82	±8	17	8	19	13	44	±11	3.6	±0.4	
Other Race/Ethnicity	82	±12	9	2	19	19	51	±17	4.0	±0.3	
Enlisted	88	±4	12	4	18	21	45	±6	3.8	±0.2	
E1 – E4	89	±5	12	3	20	21	44	±8	3.8	±0.3	
E5 – E9	88	±4	12	6	15	20	46	±7	3.8	±0.3	
Officers	92	±3	5	2	9	25	59	±5	4.3	±0.1	
ANG	92	±2	7	4	15	25	49	±3	4.1	±0.1	
White	92	±2	7	4	15	26	49	±4	4.1	±0.1	
Total Minority	89	±2	9	4	16	23	49	±4	4.0	±0.1	
Black	86	±3	9	3	13	27	47	±5	4.0	±0.2	
Hispanic	91	±3	9	2	12	19	57	±7	4.1	±0.2	
Other Race/Ethnicity	92	±3	9	6	22	22	41	±7	3.8	±0.2	
Enlisted	91	±2	7	4	15	25	48	±3	4.0	±0.1	
E1 – E4	89	±4	5	2	18	22	53	±7	4.2	±0.2	
E5 – E9	92	±2	8	4	14	26	47	±4	4.0	±0.1	
Officers	95	±3	5	4	13	25	53	±6	4.2	±0.2	
USAFR	88	±2	6	2	14	27	51	±3	4.1	±0.1	
White	89	±3	5	2	14	29	50	±5	4.2	±0.1	
Total Minority	87	±3	8	3	14	24	51	±4	4.1	±0.1	
Black	85	±4	9	3	13	24	50	±5	4.0	±0.2	
Hispanic	89	±4	8	4	14	22	52	±7	4.1	±0.2	
Other Race/Ethnicity	86	±5	6	3	15	26	50	±7	4.1	±0.2	
Enlisted	87	±3	7	3	16	26	48	±4	4.1	±0.1	
E1 – E4	89	±4	7	2	16	24	51	±6	4.1	±0.2	
E5 – E9	87	±3	7	3	16	27	47	±5	4.0	±0.1	
Officers	92	±4	2	1	8	30	59	±7	4.4	±0.1	
USCGR	90	±3	5	4	13	27	51	±5	4.2	±0.1	
White	91	±3	5	4	11	28	52	±6	4.2	±0.2	
Total Minority	88	±4	5	4	20	22	48	±7	4.0	±0.2	
Black	92	±7	NR	2	22	17	59	±17	4.3	±0.3	
Hispanic	88	±6	6	4	23	23	45	±10	4.0	±0.3	
Other Race/Ethnicity	87	±9	8	6	14	24	49	±16	4.0	±0.4	
Enlisted	89	±3	5	5	14	26	51	±5	4.1	±0.2	
E1 – E4	88	±5	7	5	15	24	50	±9	4.1	±0.2	
E5 – E9	90	±4	4	5	13	27	52	±7	4.2	±0.2	
Officers	91	±4	4	2	10	32	53	±7	4.3	±0.2	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

94. To what extent do you feel...

f. Pressure from military members to avoid socializing with members with different religious beliefs?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	89	±1	79	6	10	3	3	±2	1.5	±0.1	
Enlisted	88	±2	77	6	11	3	3	±2	1.5	±0.1	
E1 – E4	88	±3	74	6	14	2	4	±4	1.6	±0.1	
E5 – E9	89	±2	80	6	8	3	2	±2	1.4	±0.1	
Officers	90	±2	85	5	5	2	3	±3	1.3	±0.1	
O1 – O3	89	±3	81	6	7	2	4	±5	1.4	±0.2	
O4 – O6	91	±2	88	5	4	2	2	±3	1.3	±0.1	
Male	89	±2	78	6	10	2	3	±2	1.5	±0.1	
Female	86	±3	80	5	9	3	2	±4	1.4	±0.1	
White	90	±2	81	6	8	2	3	±3	1.4	±0.1	
Total Minority	86	±2	74	7	12	3	4	±2	1.6	±0.1	
Black	85	±2	75	5	12	3	4	±3	1.5	±0.1	
Hispanic	88	±2	73	7	12	3	4	±4	1.6	±0.1	
AIAN	93	±5	77	7	10	1	5	±13	1.5	±0.3	
Asian	86	±5	67	10	17	4	3	±4	1.7	±0.1	
NHPI	89	±5	78	5	14	2	1	±10	1.4	±0.2	
Two or More Races	85	±7	77	8	10	2	4	±8	1.5	±0.2	
AGR/FTS/AR	89	±2	82	5	8	3	2	±3	1.4	±0.1	
Other Selected Reserve	89	±2	78	6	10	3	3	±2	1.5	±0.1	
Reserve Unit	89	±2	78	6	10	3	3	±2	1.5	±0.1	
Military Technician	89	±3	78	6	10	4	2	±4	1.5	±0.1	
IMA	90	±2	87	5	3	2	2	±2	1.3	±0.1	
Not Activated Past 12 Months	89	±2	79	6	9	3	3	±2	1.4	±0.1	
Activated Past 12 Months	88	±2	76	8	12	2	3	±4	1.5	±0.1	
Not Deployed Past 12 Months	89	±2	79	6	9	3	3	±2	1.4	±0.1	
Deployed Past 12 Months	87	±3	74	9	11	2	3	±5	1.5	±0.1	
ARNG	88	±2	77	7	11	2	3	±3	1.5	±0.1	
White	89	±3	79	7	10	2	2	±4	1.4	±0.1	
Total Minority	86	±3	73	7	13	4	4	±4	1.6	±0.1	
Black	86	±4	75	6	12	4	3	±5	1.5	±0.2	
Hispanic	87	±3	70	7	13	4	5	±7	1.7	±0.2	
Other Race/Ethnicity	85	±8	73	8	13	2	4	±7	1.6	±0.2	
Enlisted	88	±3	77	7	11	2	2	±4	1.5	±0.1	
E1 – E4	87	±4	75	7	14	2	3	±6	1.5	±0.2	
E5 – E9	89	±3	78	7	9	3	2	±4	1.4	±0.1	
Officers	88	±4	82	6	7	2	4	±5	1.4	±0.2	
USAR	88	±2	77	5	10	3	4	±3	1.5	±0.1	
White	90	±3	80	5	8	3	4	±5	1.5	±0.2	
Total Minority	87	±3	74	6	13	3	4	±3	1.6	±0.1	
Black	85	±3	75	5	13	3	4	±5	1.6	±0.1	
Hispanic	88	±3	74	7	12	3	4	±5	1.6	±0.2	
Other Race/Ethnicity	87	±6	72	8	14	3	3	±8	1.6	±0.2	
Enlisted	89	±3	76	5	12	3	4	±4	1.5	±0.1	
E1 – E4	89	±4	72	4	15	3	5	±6	1.6	±0.2	
E5 – E9	89	±3	80	6	7	4	3	±4	1.4	±0.1	
Officers	88	±4	84	6	5	2	3	±5	1.3	±0.1	

Note. Percent responding are Reserve component members who answered the question.

94f. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
USNR	89	±2	80	7	8	2	3	±3	1.4	±0.1	
White	91	±3	84	7	5	1	2	±5	1.3	±0.1	
Total Minority	86	±3	74	7	13	3	3	±4	1.5	±0.1	
Black	82	±4	75	4	14	3	5	±5	1.6	±0.2	
Hispanic	89	±4	76	6	13	2	3	±6	1.5	±0.2	
Other Race/Ethnicity	86	±6	71	12	13	3	1	±7	1.5	±0.1	
Enlisted	88	±3	78	8	10	2	3	±4	1.4	±0.1	
E1 – E4	87	±5	75	7	13	3	3	±8	1.5	±0.2	
E5 – E9	88	±3	79	8	9	1	3	±4	1.4	±0.1	
Officers	93	±3	88	5	4	1	2	±5	1.3	±0.1	
USMCR	88	±4	73	7	10	4	5	±5	1.6	±0.2	
White	90	±4	76	7	8	4	4	±7	1.5	±0.2	
Total Minority	83	±6	69	7	15	4	5	±7	1.7	±0.2	
Black	86	±10	62	8	21	1	8	±13	1.9	±0.3	
Hispanic	82	±8	70	7	14	4	5	±10	1.7	±0.3	
Other Race/Ethnicity	81	±12	71	7	11	NR	3	±15	1.7	±0.4	
Enlisted	87	±4	72	8	11	5	5	±6	1.6	±0.2	
E1 – E4	88	±5	69	8	12	4	6	±8	1.7	±0.2	
E5 – E9	86	±4	77	7	8	6	2	±8	1.5	±0.2	
Officers	90	±3	88	5	4	1	3	±4	1.2	±0.1	
ANG	92	±2	83	5	7	2	3	±2	1.4	±0.1	
White	92	±2	85	4	6	2	2	±3	1.3	±0.1	
Total Minority	89	±2	78	6	10	2	4	±3	1.5	±0.1	
Black	86	±3	81	4	10	2	3	±4	1.4	±0.1	
Hispanic	91	±3	78	8	7	2	5	±6	1.5	±0.2	
Other Race/Ethnicity	91	±3	75	6	14	2	3	±6	1.5	±0.2	
Enlisted	91	±2	83	5	8	2	3	±3	1.4	±0.1	
E1 – E4	88	±4	78	4	12	1	5	±6	1.5	±0.2	
E5 – E9	92	±2	84	5	6	2	3	±3	1.3	±0.1	
Officers	95	±3	88	5	5	1	1	±5	1.2	±0.1	
USAFR	89	±2	82	5	7	2	3	±3	1.4	±0.1	
White	90	±3	83	5	6	3	3	±4	1.4	±0.1	
Total Minority	87	±3	80	6	9	2	3	±4	1.4	±0.1	
Black	86	±4	82	6	8	3	3	±5	1.4	±0.1	
Hispanic	89	±4	79	5	11	1	3	±7	1.4	±0.2	
Other Race/Ethnicity	86	±5	78	7	11	1	3	±7	1.4	±0.2	
Enlisted	88	±2	80	5	8	3	3	±3	1.4	±0.1	
E1 – E4	89	±4	74	4	13	5	5	±6	1.6	±0.2	
E5 – E9	87	±3	83	6	6	2	2	±4	1.3	±0.1	
Officers	92	±4	89	3	3	1	3	±5	1.3	±0.2	
USCGR	88	±3	80	5	10	2	3	±4	1.4	±0.1	
White	89	±4	80	5	8	3	4	±5	1.5	±0.2	
Total Minority	88	±4	79	4	14	2	2	±7	1.4	±0.2	
Black	94	±6	78	6	13	NR	3	±15	1.4	±0.3	
Hispanic	88	±6	78	3	16	1	2	±10	1.5	±0.2	
Other Race/Ethnicity	87	±9	80	5	11	4	1	±17	1.4	±0.2	
Enlisted	88	±4	78	5	11	2	3	±5	1.5	±0.2	
E1 – E4	88	±6	75	7	11	4	3	±8	1.5	±0.2	
E5 – E9	88	±4	81	4	10	1	3	±6	1.4	±0.2	
Officers	91	±4	86	3	5	2	4	±5	1.4	±0.2	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

94. To what extent do you feel...

g. Comfortable being open about your religious beliefs with other military members?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	89	±1	11	8	24	22	35	±2	3.6	±0.1	
Enlisted	89	±2	11	8	24	22	36	±2	3.6	±0.1	
E1 – E4	88	±3	11	6	28	20	36	±4	3.6	±0.1	
E5 – E9	89	±2	11	9	21	23	35	±2	3.6	±0.1	
Officers	90	±2	9	11	24	22	34	±3	3.6	±0.1	
O1 – O3	90	±3	9	10	28	20	33	±5	3.6	±0.2	
O4 – O6	91	±2	9	12	21	24	35	±4	3.6	±0.1	
Male	90	±2	11	8	24	21	36	±2	3.6	±0.1	
Female	87	±3	8	9	26	24	34	±4	3.7	±0.1	
White	90	±2	10	8	24	23	35	±3	3.6	±0.1	
Total Minority	86	±2	11	8	24	20	37	±2	3.7	±0.1	
Black	85	±2	9	8	23	21	39	±3	3.7	±0.1	
Hispanic	88	±2	13	7	23	21	37	±4	3.6	±0.1	
AIAN	92	±5	7	8	23	12	49	±14	3.9	±0.4	
Asian	86	±5	9	12	29	21	29	±4	3.5	±0.1	
NHPI	89	±5	9	7	28	17	39	±16	3.7	±0.4	
Two or More Races	85	±7	12	6	28	17	37	±9	3.6	±0.2	
AGR/FTS/AR	88	±2	10	11	20	23	36	±4	3.6	±0.1	
Other Selected Reserve	89	±2	11	8	24	22	35	±2	3.6	±0.1	
Reserve Unit	89	±2	11	8	24	22	35	±2	3.6	±0.1	
Military Technician	89	±3	13	7	24	25	31	±4	3.6	±0.2	
IMA	90	±2	10	14	23	21	33	±3	3.5	±0.1	
Not Activated Past 12 Months	89	±2	11	8	23	22	35	±2	3.6	±0.1	
Activated Past 12 Months	88	±2	10	7	26	22	35	±4	3.7	±0.1	
Not Deployed Past 12 Months	89	±2	11	8	24	21	36	±2	3.6	±0.1	
Deployed Past 12 Months	87	±3	9	8	26	24	33	±5	3.6	±0.2	
ARNG	88	±2	11	7	25	23	34	±3	3.6	±0.1	
White	89	±3	11	7	25	24	33	±4	3.6	±0.2	
Total Minority	86	±3	10	7	24	22	38	±4	3.7	±0.1	
Black	86	±4	8	7	23	22	39	±6	3.8	±0.2	
Hispanic	87	±3	12	6	22	25	36	±8	3.7	±0.2	
Other Race/Ethnicity	85	±8	9	8	31	15	37	±9	3.6	±0.2	
Enlisted	89	±3	12	6	25	23	34	±4	3.6	±0.1	
E1 – E4	88	±4	12	4	29	21	34	±6	3.6	±0.2	
E5 – E9	89	±3	11	8	21	25	34	±4	3.6	±0.1	
Officers	87	±4	6	11	24	23	35	±6	3.7	±0.2	
USAR	89	±2	10	9	25	20	37	±4	3.7	±0.1	
White	90	±3	9	9	25	20	37	±6	3.7	±0.2	
Total Minority	87	±3	11	8	24	20	38	±4	3.7	±0.1	
Black	85	±3	8	9	22	22	39	±5	3.7	±0.2	
Hispanic	88	±3	15	5	25	18	37	±5	3.6	±0.2	
Other Race/Ethnicity	87	±6	10	8	25	19	38	±9	3.7	±0.3	
Enlisted	89	±3	10	9	24	19	38	±4	3.7	±0.1	
E1 – E4	89	±4	8	8	27	16	40	±7	3.7	±0.2	
E5 – E9	89	±3	11	9	21	22	37	±4	3.6	±0.2	
Officers	89	±4	9	8	27	22	34	±6	3.6	±0.2	

Note. Percent responding are Reserve component members who answered the question.

94g. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
USNR	89	±2	10	9	24	22	35	±4	3.6	±0.1	
White	91	±3	10	11	21	24	36	±6	3.6	±0.2	
Total Minority	86	±3	10	8	29	19	34	±4	3.6	±0.1	
Black	82	±4	12	5	28	16	40	±6	3.7	±0.2	
Hispanic	89	±4	8	8	30	22	32	±7	3.6	±0.2	
Other Race/Ethnicity	85	±6	11	11	28	19	31	±7	3.5	±0.3	
Enlisted	88	±3	10	8	24	22	35	±5	3.6	±0.2	
E1 – E4	87	±5	8	4	28	22	39	±9	3.8	±0.2	
E5 – E9	88	±3	11	10	22	23	34	±5	3.6	±0.2	
Officers	93	±3	9	13	23	20	34	±6	3.6	±0.2	
USMCR	88	±4	13	6	22	22	36	±5	3.6	±0.2	
White	92	±4	12	6	21	26	36	±7	3.7	±0.2	
Total Minority	83	±6	15	6	24	16	38	±7	3.5	±0.3	
Black	86	±10	8	5	34	15	38	±12	3.7	±0.3	
Hispanic	81	±8	21	7	23	14	36	±12	3.4	±0.4	
Other Race/Ethnicity	82	±12	10	7	18	23	43	±16	3.8	±0.3	
Enlisted	88	±4	14	6	22	22	37	±6	3.6	±0.2	
E1 – E4	89	±5	15	4	24	22	34	±8	3.6	±0.3	
E5 – E9	87	±4	10	9	18	21	42	±7	3.8	±0.2	
Officers	91	±3	9	11	21	25	34	±5	3.6	±0.2	
ANG	92	±2	11	9	23	21	35	±3	3.6	±0.1	
White	92	±2	10	10	23	22	35	±3	3.6	±0.1	
Total Minority	90	±2	12	8	25	20	36	±4	3.6	±0.1	
Black	86	±3	11	6	23	22	38	±5	3.7	±0.2	
Hispanic	91	±3	13	6	22	16	44	±7	3.7	±0.2	
Other Race/Ethnicity	91	±3	12	11	29	22	27	±7	3.4	±0.2	
Enlisted	91	±2	10	9	24	21	35	±3	3.6	±0.1	
E1 – E4	89	±4	8	8	28	20	37	±7	3.7	±0.2	
E5 – E9	92	±2	11	9	23	22	35	±3	3.6	±0.1	
Officers	95	±3	14	11	20	20	36	±6	3.5	±0.2	
USAFR	89	±2	10	11	21	23	35	±3	3.6	±0.1	
White	90	±3	10	11	21	24	34	±4	3.6	±0.2	
Total Minority	87	±3	10	11	23	21	36	±4	3.6	±0.1	
Black	86	±4	11	10	20	22	37	±5	3.6	±0.2	
Hispanic	89	±4	7	14	23	21	35	±7	3.6	±0.2	
Other Race/Ethnicity	87	±5	10	8	28	19	35	±7	3.6	±0.2	
Enlisted	88	±2	10	9	22	22	36	±4	3.6	±0.1	
E1 – E4	89	±4	9	8	25	22	35	±6	3.7	±0.2	
E5 – E9	87	±3	11	10	21	23	36	±4	3.6	±0.2	
Officers	92	±4	9	16	19	25	31	±6	3.5	±0.2	
USCGR	90	±3	8	12	27	21	32	±5	3.6	±0.2	
White	90	±3	8	12	26	23	32	±6	3.6	±0.2	
Total Minority	89	±4	9	11	33	16	31	±7	3.5	±0.2	
Black	94	±6	9	6	28	22	35	±18	3.7	±0.4	
Hispanic	88	±6	7	9	38	16	30	±10	3.5	±0.2	
Other Race/Ethnicity	88	±9	10	19	26	14	30	±14	3.3	±0.4	
Enlisted	89	±3	7	11	28	21	32	±5	3.6	±0.2	
E1 – E4	88	±5	7	10	33	19	32	±9	3.6	±0.3	
E5 – E9	90	±4	7	12	26	22	33	±6	3.6	±0.2	
Officers	91	±4	12	16	22	23	28	±7	3.4	±0.2	

Note. Percent responding are Reserve component members who answered the question.















































95. Do you agree with the ideals of organizations that...

a. Support the separation of people based on race/ethnicity?



















































b. Warn of the dangers of interactions between people of different races/ethnicities?

c. Point out the dangers of racial/ethnic diversity?

d. Advocate change to U.S. policies regarding racial/ethnic issues?

	Percent Responding		Percentages				Max ME	Percentage Reporting Yes To Any		
			a	b	c	d				
TOTAL DOD	89	±1	7	11	16	19	±2	25.0	±2.0	
Enlisted	89	±2	8	11	17	20	±2	26.0	±2.0	
E1 – E4	88	±3	8	13	19	20	±3	27.0	±4.0	
E5 – E9	89	±2	7	10	16	20	±2	26.0	±2.0	
Officers	90	±2	5	7	10	16	±3	20.0	±3.0	
O1 – O3	90	±3	6	8	11	18	±5	22.0	±5.0	
O4 – O6	91	±2	4	6	9	14	±3	17.0	±3.0	
Male	89	±2	7	11	16	18	±2	24.0	±2.0	
Female	87	±3	8	11	17	25	±4	32.0	±4.0	
White	90	±2	7	10	15	17	±2	23.0	±2.0	
Total Minority	87	±2	8	13	18	25	±2	30.0	±2.0	
Black	85	±2	8	13	19	29	±3	34.0	±3.0	
Hispanic	88	±2	9	13	17	21	±4	27.0	±4.0	
AIAN	93	±5	8	12	13	32	±16	38.0	±15.0	
Asian	87	±5	12	17	21	24	±3	31.0	±3.0	
NHPI	89	±5	10	24	29	34	±20	40.0	±16.0	
Two or More Races	85	±7	4	8	11	18	±8	22.0	±8.0	
AGR/FTS/AR	89	±2	8	12	17	19	±3	26.0	±4.0	
Other Selected Reserve	89	±2	7	11	16	19	±2	25.0	±2.0	
Reserve Unit	89	±2	7	11	16	20	±2	25.0	±2.0	
Military Technician	89	±3	7	11	18	22	±4	28.0	±5.0	
IMA	91	±2	3	5	7	12	±2	16.0	±2.0	
Not Activated Past 12 Months	89	±2	7	10	15	19	±2	25.0	±2.0	
Activated Past 12 Months	88	±2	8	13	18	21	±3	28.0	±4.0	
Not Deployed Past 12 Months	89	±2	7	11	16	19	±2	25.0	±2.0	
Deployed Past 12 Months	87	±3	8	11	17	20	±5	28.0	±5.0	
ARNG	88	±2	7	10	16	19	±3	25.0	±3.0	
White	89	±3	7	9	15	16	±4	23.0	±4.0	
Total Minority	86	±3	8	13	19	25	±4	31.0	±4.0	
Black	86	±4	6	11	20	29	±5	34.0	±5.0	
Hispanic	87	±3	10	14	18	23	±8	28.0	±7.0	
Other Race/Ethnicity	85	±8	6	15	18	23	±9	30.0	±8.0	
Enlisted	88	±3	7	10	17	19	±3	25.0	±4.0	
E1 – E4	88	±4	7	11	18	19	±6	25.0	±6.0	
E5 – E9	89	±3	7	10	15	18	±3	25.0	±4.0	
Officers	88	±4	8	10	13	19	±5	23.0	±6.0	
USAR	89	±2	7	12	17	23	±3	29.0	±4.0	
White	91	±3	5	10	16	20	±5	25.0	±5.0	
Total Minority	87	±3	10	15	19	27	±3	33.0	±4.0	
Black	85	±3	10	14	20	30	±5	36.0	±5.0	
Hispanic	88	±3	9	15	20	23	±6	30.0	±6.0	
Other Race/Ethnicity	87	±6	11	16	17	29	±9	33.0	±9.0	
Enlisted	89	±3	8	13	19	23	±4	30.0	±4.0	
E1 – E4	88	±4	10	16	20	23	±6	31.0	±6.0	
E5 – E9	90	±3	6	10	17	24	±4	29.0	±4.0	
Officers	89	±4	4	6	11	21	±6	25.0	±6.0	

Note. Percent responding are Reserve component members who answered the question. Percentages reflect respondents indicating yes.

95. Continued	Percent Responding		Percentages				Max ME	Percentage Reporting Yes To Any		
			a	b	c	d				
USNR	88	±3	9	12	15	19	±3	24.0	±4.0	
White	90	±4	9	12	15	17	±5	23.0	±5.0	
Total Minority	86	±3	9	12	16	22	±3	26.0	±4.0	
Black	82	±4	10	15	17	25	±5	29.0	±5.0	
Hispanic	89	±4	8	9	15	18	±6	22.0	±6.0	
Other Race/Ethnicity	87	±5	9	13	15	22	±6	26.0	±6.0	
Enlisted	87	±3	11	14	18	22	±4	28.0	±4.0	
E1 – E4	87	±5	9	12	15	19	±8	24.0	±8.0	
E5 – E9	87	±3	11	15	19	23	±5	29.0	±5.0	
Officers	93	±3	3	4	6	9	±4	11.0	±4.0	
USMCR	87	±4	9	13	17	17	±5	23.0	±5.0	
White	90	±5	9	12	17	16	±7	22.0	±7.0	
Total Minority	83	±6	9	14	18	20	±6	24.0	±6.0	
Black	86	±10	13	18	22	27	±16	30.0	±12.0	
Hispanic	82	±8	7	14	17	18	±9	23.0	±10.0	
Other Race/Ethnicity	83	±12	9	10	14	15	±8	18.0	±9.0	
Enlisted	87	±4	10	14	19	18	±5	24.0	±6.0	
E1 – E4	87	±5	10	14	19	16	±7	23.0	±8.0	
E5 – E9	87	±4	9	13	17	23	±7	26.0	±7.0	
Officers	91	±3	2	4	5	10	±3	13.0	±4.0	
ANG	91	±2	6	10	14	18	±2	23.0	±3.0	
White	92	±2	6	10	14	17	±3	23.0	±3.0	
Total Minority	90	±2	6	9	14	20	±3	24.0	±3.0	
Black	86	±3	6	10	13	23	±5	28.0	±5.0	
Hispanic	91	±3	3	7	11	15	±5	18.0	±5.0	
Other Race/Ethnicity	92	±3	8	11	19	21	±6	27.0	±6.0	
Enlisted	91	±2	6	10	15	18	±3	24.0	±3.0	
E1 – E4	88	±4	6	10	18	19	±6	25.0	±6.0	
E5 – E9	92	±2	6	11	14	18	±3	24.0	±3.0	
Officers	94	±3	5	6	8	12	±5	17.0	±5.0	
USAFR	89	±2	7	10	13	18	±3	23.0	±3.0	
White	90	±3	6	9	12	15	±4	19.0	±4.0	
Total Minority	88	±3	8	11	15	23	±3	28.0	±4.0	
Black	85	±4	9	12	18	29	±5	34.0	±5.0	
Hispanic	91	±4	7	11	11	19	±6	23.0	±6.0	
Other Race/Ethnicity	87	±5	7	9	15	18	±7	25.0	±7.0	
Enlisted	88	±2	8	11	14	20	±3	25.0	±3.0	
E1 – E4	88	±4	9	13	16	22	±6	27.0	±6.0	
E5 – E9	88	±3	8	10	14	20	±4	25.0	±4.0	
Officers	92	±4	3	7	7	8	±5	12.0	±5.0	
USCGR	89	±3	7	10	15	19	±4	23.0	±4.0	
White	90	±4	7	10	14	18	±5	22.0	±5.0	
Total Minority	89	±4	7	12	17	24	±7	27.0	±7.0	
Black	92	±7	NR	6	15	31	±19	31.0	±18.0	
Hispanic	88	±6	7	11	15	18	±8	21.0	±8.0	
Other Race/Ethnicity	88	±9	10	16	22	31	±13	36.0	±13.0	
Enlisted	89	±3	7	11	16	20	±5	24.0	±5.0	
E1 – E4	88	±5	10	12	20	20	±8	27.0	±8.0	
E5 – E9	90	±4	5	10	14	19	±6	23.0	±6.0	
Officers	90	±5	6	7	8	16	±5	18.0	±5.0	

Note. Percent responding are Reserve component members who answered the question. Percentages reflect respondents indicating yes.



















































NR: Not reportable

96. Do you know any Reserve component members who you think should have been reprimanded in the past 12 months due to their...

- a. Participation in prohibited demonstrations, rallies, or other functions that were racist or negatively portrayed a racial/ethnic group?
 b. Distribution of materials that were racist or negatively portrayed a racial/ethnic group to other military members?
 c. Expressing negative opinions of other racial/ethnic groups?
 d. Participation in acts of discrimination?

	Percent Responding		Percentages				Max ME	Percentage Reporting Yes To Any		
			a	b	c	d				
TOTAL DOD	88	±2	3	3	6	6	±1	8.0	±2.0	
Enlisted	88	±2	4	3	6	6	±2	9.0	±2.0	
E1 – E4	86	±3	4	4	7	7	±3	9.0	±3.0	
E5 – E9	89	±2	3	3	6	6	±2	8.0	±2.0	
Officers	90	±2	3	3	6	5	±2	8.0	±2.0	
O1 – O3	90	±3	4	4	7	4	±4	8.0	±4.0	
O4 – O6	91	±2	1	2	5	5	±2	7.0	±3.0	
Male	89	±2	3	3	6	6	±2	8.0	±2.0	
Female	85	±3	5	4	8	8	±3	10.0	±3.0	
White	89	±2	3	2	5	5	±2	7.0	±2.0	
Total Minority	85	±2	5	5	9	8	±2	11.0	±2.0	
Black	84	±2	6	5	10	9	±2	12.0	±2.0	
Hispanic	86	±2	5	5	8	7	±3	9.0	±3.0	
AIAN	93	±5	3	3	6	6	±5	8.0	±5.0	
Asian	86	±5	6	5	9	8	±3	11.0	±3.0	
NHPI	88	±6	4	3	6	4	±4	6.0	±4.0	
Two or More Races	85	±7	3	3	12	9	±8	14.0	±8.0	
AGR/FTS/AR	88	±2	2	2	5	5	±2	7.0	±2.0	
Other Selected Reserve	88	±2	4	3	7	6	±2	9.0	±2.0	
Reserve Unit	88	±2	4	3	7	6	±2	9.0	±2.0	
Military Technician	88	±3	5	4	7	7	±4	9.0	±4.0	
IMA	90	±2	2	2	3	4	±2	5.0	±2.0	
Not Activated Past 12 Months	88	±2	3	3	6	6	±2	8.0	±2.0	
Activated Past 12 Months	87	±3	5	5	9	8	±3	11.0	±3.0	
Not Deployed Past 12 Months	88	±2	3	3	6	6	±1	8.0	±2.0	
Deployed Past 12 Months	86	±4	5	5	10	9	±3	12.0	±3.0	
ARNG	88	±2	4	4	7	7	±2	10.0	±3.0	
White	89	±3	4	3	7	6	±3	9.0	±3.0	
Total Minority	85	±3	6	5	10	8	±3	12.0	±3.0	
Black	84	±4	6	4	9	8	±4	12.0	±4.0	
Hispanic	85	±4	7	6	10	8	±6	12.0	±6.0	
Other Race/Ethnicity	85	±8	3	3	10	7	±6	11.0	±6.0	
Enlisted	88	±3	4	4	8	7	±3	10.0	±3.0	
E1 – E4	86	±4	5	5	8	8	±5	10.0	±5.0	
E5 – E9	89	±3	4	3	7	6	±3	9.0	±3.0	
Officers	88	±4	3	3	7	4	±4	9.0	±4.0	
USAR	88	±2	4	3	7	8	±2	10.0	±2.0	
White	89	±4	2	1	4	6	±3	7.0	±4.0	
Total Minority	86	±3	6	6	10	10	±3	12.0	±3.0	
Black	84	±3	7	7	12	11	±4	14.0	±4.0	
Hispanic	87	±3	7	6	8	8	±4	10.0	±4.0	
Other Race/Ethnicity	87	±6	5	5	9	10	±9	12.0	±9.0	
Enlisted	87	±3	4	3	7	8	±3	10.0	±3.0	
E1 – E4	86	±4	3	3	6	7	±4	9.0	±5.0	
E5 – E9	89	±3	4	4	7	8	±3	10.0	±3.0	
Officers	89	±4	4	4	8	7	±5	10.0	±5.0	

Note. Percent responding are Reserve component members who answered the question. Percentages reflect respondents indicating yes.

96. Continued	Percent Responding		Percentages				Max ME	Percentage Reporting Yes To Any		
			a	b	c	d				
USNR	88	±2	3	3	5	5	±2	7.0	±2.0	
White	91	±3	2	3	4	4	±3	6.0	±3.0	
Total Minority	85	±3	4	4	7	6	±2	8.0	±2.0	
Black	80	±4	6	6	8	7	±4	9.0	±4.0	
Hispanic	88	±4	3	3	5	4	±3	5.0	±3.0	
Other Race/Ethnicity	86	±6	4	4	9	8	±6	10.0	±6.0	
Enlisted	87	±3	3	4	6	5	±3	7.0	±3.0	
E1 – E4	87	±5	3	3	7	4	±5	7.0	±5.0	
E5 – E9	87	±3	3	4	6	5	±3	7.0	±3.0	
Officers	93	±3	1	2	3	3	±3	4.0	±3.0	
USMCR	87	±4	3	3	5	5	±3	6.0	±3.0	
White	89	±5	2	2	4	4	±5	5.0	±5.0	
Total Minority	83	±6	6	5	7	7	±3	9.0	±3.0	
Black	86	±10	8	6	11	9	±7	13.0	±7.0	
Hispanic	81	±8	4	3	5	5	±4	6.0	±4.0	
Other Race/Ethnicity	82	±12	8	8	10	11	±7	14.0	±8.0	
Enlisted	86	±4	4	3	5	6	±3	6.0	±3.0	
E1 – E4	86	±6	4	4	5	6	±5	6.0	±5.0	
E5 – E9	86	±4	3	3	5	5	±3	7.0	±3.0	
Officers	91	±3	1	2	3	3	±2	4.0	±3.0	
ANG	91	±2	2	2	4	4	±2	6.0	±2.0	
White	91	±2	1	1	4	4	±2	6.0	±2.0	
Total Minority	89	±2	3	3	7	6	±2	8.0	±3.0	
Black	86	±3	2	2	8	7	±4	10.0	±4.0	
Hispanic	90	±3	2	2	5	4	±3	6.0	±3.0	
Other Race/Ethnicity	91	±3	4	4	7	7	±6	9.0	±6.0	
Enlisted	90	±2	2	2	4	4	±2	6.0	±2.0	
E1 – E4	87	±4	3	3	4	5	±4	5.0	±4.0	
E5 – E9	91	±2	1	1	4	4	±2	6.0	±2.0	
Officers	93	±3	2	1	5	5	±4	7.0	±4.0	
USAFR	88	±2	2	2	4	4	±2	6.0	±2.0	
White	88	±3	3	2	4	4	±2	6.0	±3.0	
Total Minority	86	±3	2	2	5	5	±2	7.0	±3.0	
Black	85	±4	2	2	5	5	±3	7.0	±3.0	
Hispanic	89	±4	1	1	4	4	±5	6.0	±5.0	
Other Race/Ethnicity	85	±5	3	3	6	4	±6	6.0	±5.0	
Enlisted	86	±3	3	3	5	5	±2	6.0	±2.0	
E1 – E4	86	±4	4	4	7	5	±4	8.0	±5.0	
E5 – E9	87	±3	2	2	4	5	±2	6.0	±3.0	
Officers	92	±4	1	0	2	3	±3	4.0	±4.0	
USCGR	88	±3	2	3	4	3	±2	5.0	±3.0	
White	89	±4	2	3	3	3	±3	4.0	±3.0	
Total Minority	87	±5	3	3	6	4	±3	6.0	±3.0	
Black	93	±7	NR	2	5	2	±11	7.0	±11.0	
Hispanic	85	±7	3	4	6	4	±5	6.0	±5.0	
Other Race/Ethnicity	88	±9	4	3	6	4	±6	6.0	±6.0	
Enlisted	88	±4	3	3	4	3	±3	5.0	±3.0	
E1 – E4	86	±6	5	6	6	5	±6	7.0	±6.0	
E5 – E9	89	±4	1	1	2	2	±3	3.0	±3.0	
Officers	90	±5	2	1	5	2	±4	5.0	±4.0	

Note. Percent responding are Reserve component members who answered the question. Percentages reflect respondents indicating yes.

NR: Not reportable

97. At your military duty station, to what extent...**a. Are racist/extremist organizations or individuals a problem?**1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	88	±2	91	6	2	0	1	±1	1.1	±0.1	
Enlisted	88	±2	91	5	3	0	1	±2	1.2	±0.1	
E1 – E4	87	±3	90	5	3	0	1	±3	1.2	±0.1	
E5 – E9	89	±2	91	6	2	0	1	±2	1.1	±0.1	
Officers	90	±2	91	7	1	0	1	±2	1.1	±0.1	
O1 – O3	91	±3	91	6	2	1	1	±4	1.1	±0.1	
O4 – O6	91	±2	91	7	1	0	1	±3	1.1	±0.1	
Male	89	±2	91	5	2	0	1	±2	1.1	±0.1	
Female	86	±3	89	7	2	0	1	±3	1.2	±0.1	
White	90	±2	93	5	2	0	1	±2	1.1	±0.1	
Total Minority	86	±2	86	7	4	1	1	±2	1.2	±0.1	
Black	85	±2	85	8	4	1	2	±2	1.3	±0.1	
Hispanic	87	±2	89	6	3	0	1	±3	1.2	±0.1	
AIAN	93	±5	77	18	4	0	1	±18	1.3	±0.2	
Asian	86	±5	82	10	5	1	1	±4	1.3	±0.1	
NHPI	86	±7	92	4	1	1	2	±4	1.2	±0.1	
Two or More Races	85	±7	87	5	5	0	2	±9	1.2	±0.2	
AGR/FTS/AR	88	±2	89	8	2	0	1	±3	1.2	±0.1	
Other Selected Reserve	88	±2	91	5	2	0	1	±2	1.1	±0.1	
Reserve Unit	88	±2	91	5	2	0	1	±2	1.1	±0.1	
Military Technician	88	±3	90	7	2	0	0	±3	1.1	±0.1	
IMA	90	±2	91	7	1	0	0	±2	1.1	±0.1	
Not Activated Past 12 Months	89	±2	91	5	2	0	1	±2	1.1	±0.1	
Activated Past 12 Months	87	±3	90	6	3	0	1	±3	1.2	±0.1	
Not Deployed Past 12 Months	89	±2	91	5	2	0	1	±1	1.1	±0.1	
Deployed Past 12 Months	86	±4	88	7	4	0	1	±4	1.2	±0.1	
ARNG	88	±2	91	6	2	1	1	±2	1.1	±0.1	
White	89	±3	93	5	2	0	0	±3	1.1	±0.1	
Total Minority	85	±3	86	8	3	1	2	±3	1.2	±0.1	
Black	86	±4	84	8	4	2	1	±5	1.3	±0.1	
Hispanic	85	±4	88	7	3	0	1	±5	1.2	±0.1	
Other Race/Ethnicity	84	±8	84	10	2	1	3	±6	1.3	±0.2	
Enlisted	88	±3	91	5	2	1	1	±3	1.1	±0.1	
E1 – E4	87	±4	91	5	3	1	0	±4	1.2	±0.1	
E5 – E9	89	±3	91	6	2	0	1	±3	1.1	±0.1	
Officers	88	±4	89	8	2	0	1	±5	1.2	±0.1	
USAR	88	±2	89	6	3	0	1	±3	1.2	±0.1	
White	89	±4	92	4	2	0	1	±4	1.1	±0.1	
Total Minority	86	±3	85	8	4	1	2	±3	1.3	±0.1	
Black	85	±3	84	9	3	1	2	±4	1.3	±0.1	
Hispanic	87	±3	89	5	3	0	2	±4	1.2	±0.1	
Other Race/Ethnicity	86	±6	80	10	8	1	1	±10	1.3	±0.2	
Enlisted	88	±3	89	6	4	0	2	±3	1.2	±0.1	
E1 – E4	87	±4	88	5	4	0	2	±5	1.2	±0.1	
E5 – E9	88	±3	89	7	3	1	1	±3	1.2	±0.1	
Officers	89	±4	91	7	1	1	1	±4	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

97a. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
USNR	88	±2	92	5	3	0	1	±3	1.1	±0.1	
White	91	±3	93	4	2	0	1	±4	1.1	±0.1	
Total Minority	85	±3	89	5	4	0	1	±3	1.2	±0.1	
Black	80	±4	89	5	4	0	2	±4	1.2	±0.1	
Hispanic	88	±4	91	5	4	0	0	±4	1.1	±0.1	
Other Race/Ethnicity	86	±6	87	6	6	0	1	±6	1.2	±0.1	
Enlisted	87	±3	91	5	3	0	1	±3	1.2	±0.1	
E1 – E4	86	±5	88	6	4	0	2	±7	1.2	±0.2	
E5 – E9	87	±3	92	4	3	0	1	±3	1.1	±0.1	
Officers	93	±3	95	4	1	0	1	±3	1.1	±0.1	
USMCR	87	±4	91	5	3	0	1	±4	1.2	±0.1	
White	89	±5	92	5	1	0	1	±5	1.1	±0.1	
Total Minority	84	±5	87	4	7	0	1	±6	1.2	±0.1	
Black	92	±4	82	4	11	1	2	±16	1.4	±0.3	
Hispanic	82	±8	90	3	6	0	0	±8	1.2	±0.2	
Other Race/Ethnicity	82	±12	86	7	4	0	3	±7	1.3	±0.2	
Enlisted	87	±4	91	5	3	0	1	±4	1.2	±0.1	
E1 – E4	87	±5	90	5	4	0	1	±6	1.2	±0.1	
E5 – E9	87	±4	93	4	2	1	0	±3	1.1	±0.1	
Officers	91	±3	90	8	1	0	1	±3	1.1	±0.1	
ANG	91	±2	93	5	1	0	0	±2	1.1	±0.1	
White	92	±2	95	4	1	0	0	±2	1.1	±0.1	
Total Minority	89	±2	89	7	3	0	1	±3	1.2	±0.1	
Black	85	±3	85	9	3	1	1	±4	1.2	±0.1	
Hispanic	91	±3	92	4	3	0	1	±5	1.1	±0.1	
Other Race/Ethnicity	92	±3	89	7	2	0	2	±5	1.2	±0.1	
Enlisted	90	±2	94	5	1	0	0	±2	1.1	±0.1	
E1 – E4	87	±4	95	3	1	0	1	±4	1.1	±0.1	
E5 – E9	92	±2	93	5	1	0	0	±2	1.1	±0.1	
Officers	94	±3	92	6	1	0	1	±4	1.1	±0.1	
USAFR	88	±2	92	6	2	0	0	±2	1.1	±0.1	
White	89	±3	93	5	1	0	0	±3	1.1	±0.1	
Total Minority	86	±3	89	8	2	1	0	±3	1.2	±0.1	
Black	84	±4	87	9	3	1	0	±4	1.2	±0.1	
Hispanic	90	±4	90	7	2	1	0	±6	1.1	±0.1	
Other Race/Ethnicity	86	±5	90	8	2	0	0	±4	1.1	±0.1	
Enlisted	87	±3	92	6	2	0	0	±2	1.1	±0.1	
E1 – E4	87	±4	94	4	2	0	0	±4	1.1	±0.1	
E5 – E9	87	±3	91	6	2	0	0	±3	1.1	±0.1	
Officers	92	±4	91	8	1	0	0	±5	1.1	±0.1	
USCGR	89	±3	96	2	1	0	0	±2	1.1	±0.1	
White	89	±4	97	1	1	0	0	±3	1.0	±0.1	
Total Minority	87	±5	93	4	3	0	0	±4	1.1	±0.1	
Black	93	±7	92	8	NR	NR	NR	±11	1.1	±0.1	
Hispanic	86	±7	92	4	4	0	0	±5	1.1	±0.1	
Other Race/Ethnicity	87	±9	94	2	3	0	1	±6	1.1	±0.1	
Enlisted	88	±3	96	2	1	0	0	±3	1.1	±0.1	
E1 – E4	85	±6	95	2	2	0	1	±6	1.1	±0.1	
E5 – E9	90	±4	97	2	1	0	0	±3	1.0	±0.1	
Officers	89	±5	96	3	1	0	0	±3	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

97. At your military duty station, to what extent...**b. Are hate crimes a problem?**1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	88	±2	94	3	2	0	1	±1	1.1	±0.1	
Enlisted	88	±2	94	3	2	0	1	±1	1.1	±0.1	
E1 – E4	87	±3	93	3	3	0	1	±2	1.1	±0.1	
E5 – E9	89	±2	94	3	1	0	1	±1	1.1	±0.1	
Officers	90	±2	94	5	1	0	0	±2	1.1	±0.1	
O1 – O3	91	±3	94	5	1	0	1	±3	1.1	±0.1	
O4 – O6	91	±2	94	5	0	0	0	±2	1.1	±0.1	
Male	89	±2	94	3	2	0	1	±1	1.1	±0.1	
Female	86	±3	93	4	2	0	1	±2	1.1	±0.1	
White	90	±2	95	3	2	0	0	±2	1.1	±0.1	
Total Minority	86	±2	91	4	3	1	1	±1	1.2	±0.1	
Black	85	±2	90	5	3	1	2	±2	1.2	±0.1	
Hispanic	87	±2	93	3	2	0	1	±2	1.1	±0.1	
AIAN	93	±5	91	4	4	0	1	±11	1.1	±0.2	
Asian	86	±5	86	7	5	1	2	±4	1.3	±0.1	
NHPI	86	±7	94	3	1	1	2	±4	1.1	±0.1	
Two or More Races	85	±7	96	1	1	0	2	±5	1.1	±0.2	
AGR/FTS/AR	88	±2	93	4	2	0	1	±2	1.1	±0.1	
Other Selected Reserve	88	±2	94	3	2	0	1	±1	1.1	±0.1	
Reserve Unit	88	±2	94	3	2	0	1	±1	1.1	±0.1	
Military Technician	88	±3	94	4	1	0	0	±3	1.1	±0.1	
IMA	90	±2	93	5	1	0	0	±2	1.1	±0.1	
Not Activated Past 12 Months	89	±2	94	3	2	0	1	±1	1.1	±0.1	
Activated Past 12 Months	87	±3	93	4	2	0	1	±2	1.1	±0.1	
Not Deployed Past 12 Months	89	±2	94	3	2	0	1	±1	1.1	±0.1	
Deployed Past 12 Months	86	±4	93	3	3	0	1	±3	1.1	±0.1	
ARNG	88	±2	94	3	2	0	1	±2	1.1	±0.1	
White	89	±3	95	3	2	0	0	±3	1.1	±0.1	
Total Minority	85	±3	90	4	3	1	1	±2	1.2	±0.1	
Black	85	±4	88	5	3	2	1	±4	1.2	±0.1	
Hispanic	85	±4	92	4	2	1	1	±3	1.1	±0.1	
Other Race/Ethnicity	85	±8	90	4	2	0	3	±5	1.2	±0.2	
Enlisted	88	±3	93	3	2	0	1	±2	1.1	±0.1	
E1 – E4	87	±4	93	3	3	0	0	±4	1.1	±0.1	
E5 – E9	89	±3	94	3	2	0	1	±3	1.1	±0.1	
Officers	89	±4	94	3	1	0	1	±4	1.1	±0.1	
USAR	88	±2	93	4	2	0	1	±2	1.1	±0.1	
White	89	±4	95	3	2	0	0	±3	1.1	±0.1	
Total Minority	86	±3	91	4	3	1	2	±2	1.2	±0.1	
Black	85	±3	90	5	2	1	2	±3	1.2	±0.1	
Hispanic	87	±3	92	3	2	0	2	±3	1.2	±0.1	
Other Race/Ethnicity	87	±6	90	5	4	0	1	±4	1.2	±0.1	
Enlisted	88	±3	93	3	3	0	1	±2	1.1	±0.1	
E1 – E4	87	±4	94	2	3	0	1	±4	1.1	±0.1	
E5 – E9	88	±3	93	4	2	0	1	±2	1.1	±0.1	
Officers	89	±4	92	7	1	0	0	±4	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.

97b. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
USNR	88	±2	94	3	2	0	1	±2	1.1	±0.1	
White	90	±3	95	3	1	0	1	±3	1.1	±0.1	
Total Minority	85	±3	92	4	3	0	1	±2	1.1	±0.1	
Black	80	±4	92	3	3	0	2	±4	1.2	±0.1	
Hispanic	88	±4	93	4	3	0	0	±4	1.1	±0.1	
Other Race/Ethnicity	87	±5	91	3	4	1	1	±4	1.2	±0.1	
Enlisted	87	±3	93	3	2	0	1	±3	1.1	±0.1	
E1 – E4	87	±5	91	3	4	0	2	±7	1.2	±0.2	
E5 – E9	87	±3	94	3	2	0	1	±3	1.1	±0.1	
Officers	93	±3	96	3	0	0	1	±3	1.1	±0.1	
USMCR	87	±4	93	3	3	0	1	±4	1.1	±0.1	
White	89	±5	95	3	1	0	1	±5	1.1	±0.1	
Total Minority	84	±5	90	2	6	1	1	±6	1.2	±0.1	
Black	92	±4	85	2	10	2	1	±17	1.3	±0.3	
Hispanic	82	±8	93	2	5	0	0	±9	1.1	±0.2	
Other Race/Ethnicity	82	±12	89	2	3	1	4	±7	1.3	±0.2	
Enlisted	87	±4	93	3	3	0	1	±4	1.1	±0.1	
E1 – E4	87	±5	92	3	4	0	1	±6	1.2	±0.1	
E5 – E9	88	±4	96	2	2	0	0	±2	1.1	±0.1	
Officers	91	±3	94	5	0	0	1	±3	1.1	±0.1	
ANG	91	±2	96	3	1	0	0	±1	1.1	±0.1	
White	92	±2	97	2	0	0	0	±2	1.0	±0.1	
Total Minority	89	±2	94	4	2	0	1	±3	1.1	±0.1	
Black	85	±3	93	4	2	0	1	±3	1.1	±0.1	
Hispanic	91	±3	94	4	2	0	1	±6	1.1	±0.1	
Other Race/Ethnicity	90	±4	94	3	1	0	2	±4	1.1	±0.1	
Enlisted	90	±2	97	2	1	0	0	±2	1.0	±0.1	
E1 – E4	87	±4	96	2	1	0	1	±3	1.1	±0.1	
E5 – E9	92	±2	97	2	0	0	0	±2	1.0	±0.1	
Officers	94	±3	93	5	1	0	0	±4	1.1	±0.1	
USAFR	88	±2	95	4	1	0	0	±2	1.1	±0.1	
White	88	±3	96	3	1	0	0	±2	1.1	±0.1	
Total Minority	87	±3	92	5	2	0	0	±2	1.1	±0.1	
Black	84	±4	90	7	3	0	0	±4	1.2	±0.1	
Hispanic	90	±4	95	3	1	0	0	±3	1.1	±0.1	
Other Race/Ethnicity	86	±5	93	5	1	1	0	±4	1.1	±0.1	
Enlisted	86	±3	95	3	1	0	0	±2	1.1	±0.1	
E1 – E4	87	±4	95	3	2	0	0	±3	1.1	±0.1	
E5 – E9	86	±3	95	3	1	0	0	±2	1.1	±0.1	
Officers	92	±4	93	6	0	0	0	±4	1.1	±0.1	
USCGR	88	±3	97	1	1	0	1	±2	1.1	±0.1	
White	89	±4	98	1	1	0	1	±3	1.1	±0.1	
Total Minority	87	±5	95	3	2	0	0	±3	1.1	±0.1	
Black	89	±10	93	7	NR	NR	NR	±10	1.1	±0.1	
Hispanic	86	±7	95	3	2	0	0	±5	1.1	±0.1	
Other Race/Ethnicity	88	±9	95	1	3	0	1	±6	1.1	±0.1	
Enlisted	88	±3	97	1	1	0	1	±3	1.1	±0.1	
E1 – E4	85	±6	95	2	1	0	2	±6	1.1	±0.2	
E5 – E9	90	±4	98	1	1	0	0	±3	1.0	±0.1	
Officers	89	±5	97	2	1	0	0	±3	1.0	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

97. At your military duty station, to what extent...**c. Are gangs a problem?**1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	88	±2	91	5	2	0	1	±1	1.2	±0.1	
Enlisted	88	±2	92	4	2	0	1	±2	1.2	±0.1	
E1 – E4	87	±3	92	3	3	1	1	±3	1.2	±0.1	
E5 – E9	89	±2	91	5	2	0	1	±2	1.1	±0.1	
Officers	90	±2	88	8	3	0	1	±3	1.2	±0.1	
O1 – O3	91	±3	87	7	4	0	1	±4	1.2	±0.1	
O4 – O6	91	±2	89	10	1	0	0	±3	1.1	±0.1	
Male	89	±2	91	5	2	0	1	±2	1.2	±0.1	
Female	86	±3	92	4	2	0	1	±2	1.1	±0.1	
White	89	±2	92	5	2	0	1	±2	1.1	±0.1	
Total Minority	86	±2	90	5	3	1	2	±2	1.2	±0.1	
Black	85	±2	89	5	4	1	1	±2	1.2	±0.1	
Hispanic	86	±2	91	5	3	0	1	±2	1.2	±0.1	
AIAN	93	±5	89	6	2	3	1	±14	1.2	±0.2	
Asian	86	±5	85	6	6	1	2	±3	1.3	±0.1	
NHPI	85	±7	91	4	2	1	2	±5	1.2	±0.1	
Two or More Races	85	±7	91	5	1	0	2	±5	1.2	±0.2	
AGR/FTS/AR	88	±2	91	6	2	0	1	±2	1.1	±0.1	
Other Selected Reserve	88	±2	91	5	2	0	1	±2	1.2	±0.1	
Reserve Unit	88	±2	91	5	2	0	1	±2	1.2	±0.1	
Military Technician	88	±3	92	5	1	0	2	±4	1.1	±0.1	
IMA	89	±2	87	9	3	1	1	±2	1.2	±0.1	
Not Activated Past 12 Months	89	±2	92	4	2	0	1	±2	1.2	±0.1	
Activated Past 12 Months	87	±3	89	7	3	0	1	±3	1.2	±0.1	
Not Deployed Past 12 Months	89	±2	92	5	2	0	1	±1	1.1	±0.1	
Deployed Past 12 Months	86	±4	88	7	3	0	1	±4	1.2	±0.1	
ARNG	88	±2	91	5	3	0	1	±2	1.2	±0.1	
White	89	±3	91	5	2	0	1	±3	1.1	±0.1	
Total Minority	85	±3	90	5	3	1	2	±3	1.2	±0.1	
Black	86	±4	88	5	5	1	1	±4	1.2	±0.1	
Hispanic	85	±4	91	4	3	0	1	±4	1.2	±0.1	
Other Race/Ethnicity	84	±8	89	5	2	0	3	±5	1.2	±0.2	
Enlisted	88	±3	92	4	2	0	1	±3	1.2	±0.1	
E1 – E4	87	±4	92	4	3	1	1	±5	1.1	±0.1	
E5 – E9	89	±3	91	5	2	0	1	±3	1.2	±0.1	
Officers	88	±4	86	9	4	0	1	±5	1.2	±0.1	
USAR	88	±3	90	5	3	1	2	±3	1.2	±0.1	
White	89	±4	90	5	2	0	2	±4	1.2	±0.1	
Total Minority	86	±3	89	5	3	1	2	±2	1.2	±0.1	
Black	84	±3	89	5	3	1	2	±3	1.2	±0.1	
Hispanic	87	±3	90	6	2	0	2	±3	1.2	±0.1	
Other Race/Ethnicity	87	±6	86	7	5	2	1	±6	1.2	±0.1	
Enlisted	87	±3	90	5	3	0	2	±3	1.2	±0.1	
E1 – E4	86	±4	92	3	2	0	3	±5	1.2	±0.1	
E5 – E9	88	±3	88	7	3	1	1	±3	1.2	±0.1	
Officers	89	±4	89	8	2	1	0	±5	1.2	±0.1	

Note. Percent responding are Reserve component members who answered the question.

97c. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
USNR	88	±3	91	5	3	1	1	±3	1.2	±0.1	
White	90	±3	91	5	2	1	1	±4	1.2	±0.1	
Total Minority	84	±3	91	4	3	0	1	±2	1.2	±0.1	
Black	79	±4	91	4	3	1	1	±4	1.2	±0.1	
Hispanic	88	±4	92	4	3	0	1	±4	1.1	±0.1	
Other Race/Ethnicity	86	±6	91	3	5	0	1	±3	1.2	±0.1	
Enlisted	87	±3	92	3	3	1	1	±3	1.2	±0.1	
E1 – E4	86	±5	90	4	3	1	2	±7	1.2	±0.2	
E5 – E9	87	±3	92	3	3	1	1	±3	1.1	±0.1	
Officers	93	±3	88	9	2	0	1	±5	1.2	±0.1	
USMCR	87	±4	90	5	4	0	1	±4	1.2	±0.1	
White	89	±5	91	5	2	0	1	±5	1.1	±0.1	
Total Minority	84	±5	88	3	6	1	2	±6	1.2	±0.1	
Black	92	±4	83	4	10	2	1	±16	1.3	±0.3	
Hispanic	82	±8	91	3	5	0	0	±9	1.2	±0.2	
Other Race/Ethnicity	82	±12	86	3	4	1	5	±7	1.4	±0.2	
Enlisted	87	±4	91	4	4	0	1	±4	1.2	±0.1	
E1 – E4	87	±5	90	4	4	0	1	±6	1.2	±0.1	
E5 – E9	87	±4	92	5	2	0	1	±3	1.1	±0.1	
Officers	91	±3	85	10	4	0	1	±4	1.2	±0.1	
ANG	91	±2	95	3	1	0	0	±2	1.1	±0.1	
White	92	±2	96	3	1	0	0	±2	1.1	±0.1	
Total Minority	89	±2	93	4	2	0	1	±3	1.1	±0.1	
Black	85	±3	95	3	1	0	1	±3	1.1	±0.1	
Hispanic	91	±3	93	4	2	0	1	±6	1.1	±0.1	
Other Race/Ethnicity	92	±3	90	5	3	0	2	±5	1.2	±0.1	
Enlisted	90	±2	96	3	1	0	0	±2	1.1	±0.1	
E1 – E4	87	±4	96	2	1	0	1	±3	1.1	±0.1	
E5 – E9	92	±2	95	4	1	0	0	±2	1.1	±0.1	
Officers	94	±3	94	4	1	1	0	±4	1.1	±0.1	
USAFR	88	±2	91	6	2	1	0	±2	1.1	±0.1	
White	88	±3	92	5	2	0	0	±3	1.1	±0.1	
Total Minority	86	±3	88	8	3	1	0	±3	1.2	±0.1	
Black	84	±4	88	8	2	2	0	±4	1.2	±0.1	
Hispanic	89	±4	89	7	4	0	0	±6	1.2	±0.1	
Other Race/Ethnicity	86	±5	89	8	2	0	1	±4	1.2	±0.1	
Enlisted	87	±3	92	5	2	1	0	±2	1.1	±0.1	
E1 – E4	87	±4	93	3	3	1	0	±4	1.1	±0.1	
E5 – E9	87	±3	91	6	2	0	0	±3	1.1	±0.1	
Officers	92	±4	89	8	3	0	0	±5	1.2	±0.1	
USCGR	88	±3	96	2	1	0	0	±2	1.1	±0.1	
White	88	±4	97	1	1	1	0	±3	1.1	±0.1	
Total Minority	87	±5	95	3	2	0	0	±3	1.1	±0.1	
Black	91	±8	90	7	3	NR	NR	±17	1.1	±0.2	
Hispanic	85	±7	96	2	1	0	0	±4	1.1	±0.1	
Other Race/Ethnicity	88	±9	95	1	3	0	1	±6	1.1	±0.1	
Enlisted	88	±4	96	2	1	1	0	±3	1.1	±0.1	
E1 – E4	85	±6	95	2	1	0	1	±6	1.1	±0.1	
E5 – E9	89	±4	96	2	1	1	0	±3	1.1	±0.1	
Officers	89	±5	97	1	2	0	0	±3	1.1	±0.1	

Note. Percent responding are Reserve component members who answered the question.



















































NR: Not reportable

98. In the local community around where you live, to what extent...**a. Are racist/extremist organizations or individuals a problem?**1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	87	±2	68	22	7	1	1	±2	1.4	±0.1	
Enlisted	87	±2	69	21	7	1	1	±2	1.4	±0.1	
E1 – E4	86	±3	71	19	7	2	1	±4	1.4	±0.1	
E5 – E9	88	±2	68	23	7	1	1	±2	1.4	±0.1	
Officers	90	±2	64	27	8	1	1	±3	1.5	±0.1	
O1 – O3	90	±3	66	24	9	1	0	±5	1.5	±0.1	
O4 – O6	91	±2	63	29	6	1	1	±4	1.5	±0.1	
Male	88	±2	69	22	7	1	1	±2	1.4	±0.1	
Female	85	±3	66	23	8	1	1	±4	1.5	±0.1	
White	89	±2	68	24	7	1	1	±3	1.4	±0.1	
Total Minority	85	±2	69	19	8	2	1	±2	1.5	±0.1	
Black	84	±2	69	19	8	2	2	±3	1.5	±0.1	
Hispanic	86	±2	72	16	9	2	1	±3	1.4	±0.1	
AIAN	85	±13	54	29	10	5	1	±15	1.7	±0.2	
Asian	85	±5	65	21	10	2	1	±4	1.5	±0.1	
NHPI	86	±6	79	14	6	1	1	±9	1.3	±0.2	
Two or More Races	84	±7	62	27	6	3	2	±9	1.6	±0.2	
AGR/FTS/AR	88	±2	67	24	7	1	0	±4	1.4	±0.1	
Other Selected Reserve	87	±2	69	22	7	1	1	±2	1.4	±0.1	
Reserve Unit	87	±2	69	22	7	1	1	±2	1.4	±0.1	
Military Technician	86	±3	69	21	7	1	1	±4	1.4	±0.1	
IMA	90	±2	60	31	7	2	1	±3	1.5	±0.1	
Not Activated Past 12 Months	88	±2	69	22	7	1	1	±2	1.4	±0.1	
Activated Past 12 Months	87	±3	68	22	8	1	1	±4	1.4	±0.1	
Not Deployed Past 12 Months	88	±2	68	22	7	1	1	±2	1.4	±0.1	
Deployed Past 12 Months	85	±4	70	20	8	1	1	±4	1.4	±0.1	
ARNG	87	±3	72	20	6	1	1	±3	1.4	±0.1	
White	88	±3	72	21	5	1	1	±4	1.4	±0.1	
Total Minority	85	±3	72	17	8	2	2	±4	1.4	±0.1	
Black	85	±4	68	18	9	2	2	±6	1.5	±0.1	
Hispanic	85	±4	77	12	8	2	1	±6	1.4	±0.1	
Other Race/Ethnicity	84	±8	67	23	7	1	2	±8	1.5	±0.2	
Enlisted	87	±3	73	19	6	1	1	±4	1.4	±0.1	
E1 – E4	86	±4	74	17	5	2	1	±6	1.4	±0.1	
E5 – E9	88	±3	71	20	6	1	1	±4	1.4	±0.1	
Officers	87	±4	67	25	8	0	0	±6	1.4	±0.1	
USAR	87	±3	68	22	8	2	1	±4	1.5	±0.1	
White	88	±4	66	24	8	1	1	±6	1.5	±0.1	
Total Minority	84	±3	69	19	8	3	1	±4	1.5	±0.1	
Black	83	±4	70	19	7	2	2	±5	1.5	±0.1	
Hispanic	86	±4	73	16	8	2	2	±5	1.4	±0.1	
Other Race/Ethnicity	84	±8	61	24	8	6	1	±9	1.6	±0.2	
Enlisted	86	±3	69	21	7	2	1	±4	1.5	±0.1	
E1 – E4	85	±5	69	21	8	2	1	±7	1.5	±0.1	
E5 – E9	88	±3	69	21	7	2	1	±4	1.5	±0.1	
Officers	89	±4	62	25	11	2	1	±7	1.6	±0.2	

Note. Percent responding are Reserve component members who answered the question.

98a. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
USNR	88	±2	66	24	8	1	1	±4	1.5	±0.1	
White	91	±3	65	26	6	1	1	±6	1.5	±0.1	
Total Minority	84	±3	68	20	11	1	1	±4	1.5	±0.1	
Black	80	±4	74	14	11	1	1	±5	1.4	±0.1	
Hispanic	87	±4	65	23	12	0	0	±7	1.5	±0.2	
Other Race/Ethnicity	85	±6	65	22	11	2	1	±6	1.5	±0.1	
Enlisted	86	±3	65	23	10	1	1	±5	1.5	±0.1	
E1 – E4	86	±5	62	23	14	0	0	±9	1.5	±0.2	
E5 – E9	87	±3	67	23	8	1	1	±5	1.5	±0.1	
Officers	94	±3	69	26	3	1	1	±6	1.4	±0.1	
USMCR	87	±4	64	21	11	3	1	±6	1.5	±0.1	
White	89	±5	63	24	10	3	0	±8	1.5	±0.2	
Total Minority	84	±5	68	14	13	3	2	±7	1.6	±0.2	
Black	92	±4	71	13	14	0	2	±14	1.5	±0.3	
Hispanic	81	±8	67	15	12	4	2	±10	1.6	±0.2	
Other Race/Ethnicity	81	±12	67	14	14	1	4	±19	1.6	±0.3	
Enlisted	87	±4	65	19	11	3	1	±6	1.5	±0.1	
E1 – E4	87	±5	65	18	13	3	1	±8	1.6	±0.2	
E5 – E9	87	±4	67	22	8	2	1	±7	1.5	±0.1	
Officers	91	±3	57	32	7	2	1	±5	1.6	±0.1	
ANG	90	±2	64	27	7	1	1	±3	1.5	±0.1	
White	91	±2	63	28	7	1	0	±3	1.5	±0.1	
Total Minority	88	±2	66	24	8	2	1	±4	1.5	±0.1	
Black	85	±3	67	23	8	1	0	±5	1.4	±0.1	
Hispanic	90	±4	65	23	9	2	1	±7	1.5	±0.1	
Other Race/Ethnicity	90	±4	66	25	5	3	2	±7	1.5	±0.2	
Enlisted	90	±2	65	27	7	1	1	±3	1.5	±0.1	
E1 – E4	86	±4	68	23	6	2	1	±7	1.4	±0.1	
E5 – E9	91	±2	63	28	8	1	0	±3	1.5	±0.1	
Officers	94	±3	59	30	7	3	0	±6	1.6	±0.1	
USAFR	88	±2	65	26	7	2	1	±3	1.5	±0.1	
White	88	±3	66	26	6	1	1	±4	1.4	±0.1	
Total Minority	86	±3	63	25	8	3	1	±4	1.5	±0.1	
Black	85	±4	66	23	8	3	1	±5	1.5	±0.1	
Hispanic	90	±4	62	26	8	4	0	±7	1.6	±0.2	
Other Race/Ethnicity	85	±5	59	30	9	1	1	±7	1.5	±0.1	
Enlisted	87	±3	67	24	7	2	0	±4	1.5	±0.1	
E1 – E4	87	±4	70	21	7	1	0	±6	1.4	±0.1	
E5 – E9	87	±3	66	25	7	2	1	±4	1.5	±0.1	
Officers	91	±4	60	33	6	0	1	±7	1.5	±0.1	
USCGR	88	±3	64	24	9	2	1	±5	1.5	±0.1	
White	89	±4	65	24	8	1	1	±6	1.5	±0.1	
Total Minority	86	±5	61	24	11	2	3	±7	1.6	±0.2	
Black	93	±7	50	23	21	4	2	±19	1.8	±0.4	
Hispanic	86	±7	61	25	10	2	3	±10	1.6	±0.2	
Other Race/Ethnicity	84	±11	66	22	7	1	4	±20	1.6	±0.4	
Enlisted	88	±4	65	24	9	1	1	±5	1.5	±0.1	
E1 – E4	85	±6	68	22	9	0	2	±9	1.5	±0.2	
E5 – E9	90	±4	63	25	9	2	1	±7	1.5	±0.2	
Officers	89	±5	63	23	10	2	2	±6	1.6	±0.2	

Note. Percent responding are Reserve component members who answered the question.

98. In the local community around where you live, to what extent...**b. Are hate crimes a problem?**1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	87	±2	71	21	6	1	1	±2	1.4	±0.1	
Enlisted	87	±2	72	20	6	2	1	±2	1.4	±0.1	
E1 – E4	85	±3	73	18	6	2	1	±4	1.4	±0.1	
E5 – E9	88	±2	71	21	6	1	1	±2	1.4	±0.1	
Officers	89	±2	66	28	6	1	0	±3	1.4	±0.1	
O1 – O3	89	±3	67	25	7	0	0	±5	1.4	±0.1	
O4 – O6	91	±2	64	30	5	1	0	±4	1.4	±0.1	
Male	88	±2	71	21	6	1	1	±2	1.4	±0.1	
Female	85	±3	70	21	7	1	1	±4	1.4	±0.1	
White	89	±2	70	23	5	1	0	±3	1.4	±0.1	
Total Minority	85	±2	72	17	7	2	2	±2	1.4	±0.1	
Black	84	±2	74	16	7	2	1	±3	1.4	±0.1	
Hispanic	86	±2	73	15	8	3	2	±3	1.4	±0.1	
AIAN	86	±13	65	17	12	4	2	±11	1.6	±0.3	
Asian	85	±5	68	19	10	2	2	±4	1.5	±0.1	
NHPI	86	±6	80	11	7	1	0	±9	1.3	±0.2	
Two or More Races	84	±7	66	23	7	2	2	±9	1.5	±0.2	
AGR/FTS/AR	88	±2	70	23	6	1	0	±4	1.4	±0.1	
Other Selected Reserve	87	±2	71	21	6	2	1	±2	1.4	±0.1	
Reserve Unit	87	±2	71	20	6	2	1	±2	1.4	±0.1	
Military Technician	86	±3	71	21	7	2	0	±4	1.4	±0.1	
IMA	90	±2	62	29	7	1	0	±3	1.5	±0.1	
Not Activated Past 12 Months	88	±2	71	21	6	1	1	±2	1.4	±0.1	
Activated Past 12 Months	87	±3	70	21	7	1	0	±4	1.4	±0.1	
Not Deployed Past 12 Months	88	±2	71	21	6	1	1	±2	1.4	±0.1	
Deployed Past 12 Months	86	±4	69	22	6	1	1	±5	1.4	±0.1	
ARNG	87	±3	74	19	5	1	1	±3	1.4	±0.1	
White	88	±3	74	21	4	1	1	±4	1.3	±0.1	
Total Minority	84	±3	75	14	7	3	1	±4	1.4	±0.1	
Black	84	±4	76	14	6	2	1	±5	1.4	±0.1	
Hispanic	85	±4	76	12	7	4	1	±6	1.4	±0.2	
Other Race/Ethnicity	85	±8	71	17	9	1	2	±8	1.5	±0.2	
Enlisted	87	±3	75	18	5	2	1	±4	1.4	±0.1	
E1 – E4	86	±4	76	16	5	2	1	±6	1.4	±0.1	
E5 – E9	88	±3	74	19	5	1	1	±4	1.3	±0.1	
Officers	87	±4	68	25	6	0	0	±6	1.4	±0.1	
USAR	86	±3	70	21	7	2	1	±4	1.4	±0.1	
White	88	±4	67	25	7	1	0	±6	1.4	±0.1	
Total Minority	85	±3	73	15	7	2	2	±3	1.4	±0.1	
Black	84	±4	74	16	6	2	2	±4	1.4	±0.1	
Hispanic	86	±4	76	13	7	2	3	±5	1.4	±0.1	
Other Race/Ethnicity	84	±8	67	18	10	4	1	±8	1.6	±0.2	
Enlisted	86	±3	71	19	7	2	1	±4	1.4	±0.1	
E1 – E4	84	±5	71	19	7	2	1	±7	1.4	±0.1	
E5 – E9	88	±3	71	20	6	2	1	±4	1.4	±0.1	
Officers	88	±4	64	27	8	1	0	±7	1.5	±0.1	

Note. Percent responding are Reserve component members who answered the question.

98b. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
USNR	88	±2	68	22	7	1	1	±4	1.4	±0.1	
White	91	±3	68	24	6	1	1	±6	1.4	±0.1	
Total Minority	84	±3	69	20	9	1	1	±4	1.4	±0.1	
Black	80	±4	73	17	8	1	1	±5	1.4	±0.1	
Hispanic	87	±4	67	22	10	1	0	±7	1.5	±0.1	
Other Race/Ethnicity	86	±6	66	22	10	2	1	±6	1.5	±0.1	
Enlisted	87	±3	67	22	9	1	1	±5	1.5	±0.1	
E1 – E4	86	±5	62	22	15	1	0	±9	1.6	±0.2	
E5 – E9	87	±3	69	22	7	1	1	±5	1.4	±0.1	
Officers	94	±3	72	24	3	0	1	±6	1.3	±0.1	
USMCR	87	±4	68	22	7	2	1	±5	1.5	±0.1	
White	88	±5	68	24	5	2	0	±7	1.4	±0.1	
Total Minority	84	±5	68	17	10	1	4	±7	1.6	±0.2	
Black	92	±4	74	11	13	1	1	±15	1.4	±0.3	
Hispanic	81	±8	65	18	10	1	5	±10	1.6	±0.3	
Other Race/Ethnicity	81	±12	67	21	7	1	4	±16	1.5	±0.2	
Enlisted	86	±4	69	21	7	2	1	±6	1.5	±0.1	
E1 – E4	86	±6	71	18	7	2	2	±8	1.5	±0.2	
E5 – E9	87	±4	64	27	7	2	0	±7	1.5	±0.1	
Officers	91	±3	62	30	5	2	1	±5	1.5	±0.1	
ANG	90	±2	66	25	6	2	0	±3	1.4	±0.1	
White	91	±2	65	27	7	2	0	±3	1.5	±0.1	
Total Minority	88	±2	70	21	6	2	1	±4	1.4	±0.1	
Black	85	±3	73	20	5	1	0	±5	1.4	±0.1	
Hispanic	89	±4	67	23	8	2	0	±7	1.5	±0.1	
Other Race/Ethnicity	90	±4	70	20	6	2	2	±7	1.5	±0.2	
Enlisted	90	±2	67	24	7	2	0	±3	1.4	±0.1	
E1 – E4	86	±4	72	18	5	4	1	±6	1.4	±0.2	
E5 – E9	91	±2	66	26	7	1	0	±3	1.4	±0.1	
Officers	94	±3	60	33	6	2	0	±6	1.5	±0.1	
USAFR	87	±2	69	24	6	1	0	±3	1.4	±0.1	
White	87	±3	69	24	5	1	0	±4	1.4	±0.1	
Total Minority	86	±3	68	23	7	2	1	±4	1.4	±0.1	
Black	84	±4	70	20	7	2	1	±5	1.4	±0.1	
Hispanic	90	±4	67	24	6	2	0	±7	1.4	±0.1	
Other Race/Ethnicity	86	±5	64	26	9	0	1	±7	1.5	±0.1	
Enlisted	86	±3	70	21	6	2	0	±4	1.4	±0.1	
E1 – E4	87	±4	72	20	7	1	1	±6	1.4	±0.1	
E5 – E9	86	±3	70	22	6	2	0	±4	1.4	±0.1	
Officers	91	±4	63	31	5	0	0	±6	1.4	±0.1	
USCGR	89	±3	65	24	8	1	1	±5	1.5	±0.1	
White	89	±4	66	24	9	1	1	±6	1.5	±0.1	
Total Minority	88	±5	64	23	8	2	3	±7	1.6	±0.2	
Black	93	±7	55	30	10	4	2	±19	1.7	±0.3	
Hispanic	86	±7	64	22	9	2	3	±10	1.6	±0.2	
Other Race/Ethnicity	88	±9	70	21	5	1	4	±19	1.5	±0.4	
Enlisted	89	±3	65	24	8	1	1	±5	1.5	±0.1	
E1 – E4	85	±6	68	22	8	0	2	±9	1.4	±0.2	
E5 – E9	91	±4	64	26	8	1	1	±7	1.5	±0.2	
Officers	89	±5	65	23	9	3	1	±6	1.5	±0.2	

Note. Percent responding are Reserve component members who answered the question.

98. In the local community around where you live, to what extent...**c. Are gangs a problem?**1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	87	±2	59	22	13	4	2	±2	1.7	±0.1	
Enlisted	87	±2	60	21	13	4	3	±2	1.7	±0.1	
E1 – E4	86	±3	64	18	12	3	3	±4	1.6	±0.1	
E5 – E9	88	±2	57	22	13	5	2	±2	1.7	±0.1	
Officers	89	±2	51	26	16	5	1	±3	1.8	±0.1	
O1 – O3	89	±4	54	25	14	5	2	±5	1.8	±0.2	
O4 – O6	90	±3	49	28	17	5	1	±4	1.8	±0.1	
Male	88	±2	59	21	13	4	3	±2	1.7	±0.1	
Female	85	±3	58	23	14	4	1	±4	1.7	±0.1	
White	89	±2	58	22	13	4	2	±3	1.7	±0.1	
Total Minority	85	±2	59	20	13	5	3	±2	1.7	±0.1	
Black	84	±2	60	21	12	4	3	±3	1.7	±0.1	
Hispanic	86	±2	59	19	13	6	4	±4	1.8	±0.1	
AIAN	85	±13	58	17	16	6	2	±12	1.8	±0.3	
Asian	85	±5	56	22	15	4	3	±4	1.7	±0.1	
NHPI	86	±6	70	14	13	2	1	±13	1.5	±0.2	
Two or More Races	84	±7	55	24	11	5	5	±8	1.8	±0.2	
AGR/FTS/AR	88	±2	56	24	14	4	2	±4	1.7	±0.1	
Other Selected Reserve	87	±2	59	21	13	4	2	±2	1.7	±0.1	
Reserve Unit	87	±2	59	21	13	4	2	±2	1.7	±0.1	
Military Technician	86	±3	56	24	14	4	2	±4	1.7	±0.1	
IMA	90	±2	47	29	17	5	2	±3	1.9	±0.1	
Not Activated Past 12 Months	88	±2	59	22	13	4	3	±2	1.7	±0.1	
Activated Past 12 Months	86	±3	57	21	15	5	2	±4	1.7	±0.1	
Not Deployed Past 12 Months	88	±2	59	22	13	4	2	±2	1.7	±0.1	
Deployed Past 12 Months	85	±4	57	20	16	5	2	±5	1.7	±0.1	
ARNG	87	±3	63	19	12	3	2	±3	1.6	±0.1	
White	88	±3	63	21	12	2	2	±5	1.6	±0.1	
Total Minority	84	±3	62	17	13	5	3	±4	1.7	±0.1	
Black	84	±4	61	18	13	5	3	±6	1.7	±0.2	
Hispanic	84	±4	63	15	13	6	3	±7	1.7	±0.2	
Other Race/Ethnicity	84	±8	63	17	14	3	3	±8	1.6	±0.2	
Enlisted	87	±3	65	19	12	3	2	±4	1.6	±0.1	
E1 – E4	86	±4	68	17	10	2	3	±6	1.6	±0.2	
E5 – E9	88	±3	62	20	13	3	2	±4	1.6	±0.1	
Officers	87	±4	52	25	18	5	1	±6	1.8	±0.2	
USAR	87	±3	58	22	13	5	3	±4	1.7	±0.1	
White	89	±4	56	22	14	5	2	±6	1.8	±0.2	
Total Minority	84	±3	60	22	11	4	3	±4	1.7	±0.1	
Black	83	±4	60	23	10	4	3	±5	1.7	±0.1	
Hispanic	86	±4	62	18	12	4	3	±6	1.7	±0.2	
Other Race/Ethnicity	84	±8	57	24	11	6	2	±8	1.7	±0.2	
Enlisted	86	±3	59	21	13	5	3	±4	1.7	±0.1	
E1 – E4	85	±5	60	19	14	4	3	±7	1.7	±0.2	
E5 – E9	88	±3	58	23	12	5	3	±4	1.7	±0.1	
Officers	88	±4	53	26	13	7	2	±7	1.8	±0.2	

Note. Percent responding are Reserve component members who answered the question.

98c. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
USNR	88	±3	54	24	14	6	3	±4	1.8	±0.1	
White	90	±4	53	23	16	6	2	±6	1.8	±0.2	
Total Minority	84	±3	55	25	10	5	4	±4	1.8	±0.1	
Black	79	±4	60	24	9	2	5	±6	1.7	±0.2	
Hispanic	87	±4	52	26	10	8	4	±7	1.8	±0.2	
Other Race/Ethnicity	86	±6	54	23	12	6	5	±9	1.8	±0.3	
Enlisted	86	±3	55	22	13	7	3	±5	1.8	±0.1	
E1 – E4	86	±5	55	24	13	6	2	±9	1.8	±0.2	
E5 – E9	86	±3	54	22	14	7	3	±6	1.8	±0.2	
Officers	93	±3	53	29	14	3	2	±6	1.7	±0.2	
USMCR	87	±4	55	22	15	5	3	±6	1.8	±0.2	
White	89	±5	57	23	14	5	1	±8	1.7	±0.2	
Total Minority	84	±5	52	18	17	5	7	±7	2.0	±0.2	
Black	91	±4	52	22	19	5	2	±13	1.8	±0.3	
Hispanic	81	±8	54	19	12	5	10	±10	2.0	±0.3	
Other Race/Ethnicity	80	±12	48	12	28	5	7	±18	2.1	±0.3	
Enlisted	87	±4	56	21	15	5	3	±6	1.8	±0.2	
E1 – E4	87	±5	59	20	13	4	3	±8	1.7	±0.2	
E5 – E9	87	±4	48	24	17	6	5	±7	2.0	±0.2	
Officers	91	±3	47	26	19	5	3	±5	1.9	±0.1	
ANG	90	±2	53	24	16	5	2	±3	1.8	±0.1	
White	91	±2	52	24	16	5	2	±4	1.8	±0.1	
Total Minority	88	±2	56	23	13	5	3	±4	1.8	±0.1	
Black	84	±3	61	23	9	5	1	±5	1.6	±0.1	
Hispanic	89	±4	51	24	17	6	2	±7	1.8	±0.2	
Other Race/Ethnicity	90	±4	57	21	13	4	4	±7	1.8	±0.2	
Enlisted	90	±2	54	23	16	5	2	±3	1.8	±0.1	
E1 – E4	86	±4	63	18	11	5	3	±7	1.7	±0.2	
E5 – E9	91	±2	51	25	17	5	2	±4	1.8	±0.1	
Officers	94	±3	49	29	16	6	1	±6	1.8	±0.2	
USAFR	87	±2	53	26	14	5	3	±3	1.8	±0.1	
White	88	±3	54	26	13	4	2	±5	1.7	±0.1	
Total Minority	86	±3	51	25	15	6	3	±4	1.8	±0.1	
Black	84	±4	56	22	15	4	2	±5	1.8	±0.1	
Hispanic	89	±4	48	26	14	8	4	±7	1.9	±0.2	
Other Race/Ethnicity	86	±5	48	27	18	3	3	±7	1.9	±0.2	
Enlisted	86	±3	54	25	13	5	3	±4	1.8	±0.1	
E1 – E4	86	±4	58	22	14	3	3	±6	1.7	±0.2	
E5 – E9	86	±3	53	26	13	6	3	±5	1.8	±0.1	
Officers	91	±4	49	28	18	3	2	±7	1.8	±0.2	
USCGR	89	±3	50	23	17	6	4	±5	1.9	±0.1	
White	89	±4	49	24	18	6	3	±6	1.9	±0.2	
Total Minority	87	±5	54	20	15	5	5	±7	1.9	±0.2	
Black	93	±7	41	24	17	15	4	±19	2.2	±0.5	
Hispanic	85	±7	58	17	16	3	6	±10	1.8	±0.3	
Other Race/Ethnicity	88	±9	56	24	12	3	5	±17	1.8	±0.4	
Enlisted	89	±3	51	23	17	5	4	±5	1.9	±0.2	
E1 – E4	85	±6	57	19	16	4	4	±9	1.8	±0.2	
E5 – E9	91	±4	47	25	17	6	5	±7	2.0	±0.2	
Officers	88	±5	50	22	18	7	3	±6	1.9	±0.2	

Note. Percent responding are Reserve component members who answered the question.

99. In your opinion, how often does racial/ethnic harassment and discrimination occur at military workplaces compared to civilian workplaces?

1. Much less often in the military
4. More often in the military

2. Less often in the military
5. Much more often in the military

3. About the same
6. Don't know

	Percent Responding		Percentages						Max ME	Frequency of Occurrence		
			1	2	3	4	5	6				
TOTAL DOD	88	±2	28	19	18	4	1	29	±2	2.0	±0.1	
Enlisted	88	±2	28	18	18	4	1	31	±2	2.0	±0.1	
E1 – E4	87	±3	28	17	18	5	1	31	±4	2.0	±0.1	
E5 – E9	89	±2	27	19	18	4	1	30	±2	2.0	±0.1	
Officers	90	±2	30	27	18	4	1	21	±3	2.0	±0.1	
O1 – O3	90	±3	26	26	20	3	1	24	±5	2.0	±0.2	
O4 – O6	91	±2	34	27	17	4	1	17	±4	1.9	±0.1	
Male	89	±2	29	19	17	4	1	29	±2	2.0	±0.1	
Female	86	±3	22	19	23	6	1	29	±4	2.2	±0.1	
White	90	±2	30	21	17	4	1	28	±3	2.0	±0.1	
Total Minority	86	±2	24	17	20	6	2	31	±2	2.2	±0.1	
Black	85	±2	21	18	22	6	2	32	±3	2.3	±0.1	
Hispanic	86	±2	27	16	17	5	2	33	±4	2.1	±0.1	
AIAN	90	±8	30	16	15	4	1	34	±15	2.0	±0.3	
Asian	86	±5	23	17	21	6	2	32	±4	2.2	±0.1	
NHPI	88	±6	30	14	20	2	3	31	±22	2.1	±0.4	
Two or More Races	85	±7	26	20	19	8	2	25	±8	2.2	±0.3	
AGR/FTS/AR	88	±2	30	21	17	3	1	29	±4	1.9	±0.1	
Other Selected Reserve	88	±2	28	19	18	4	1	29	±2	2.0	±0.1	
Reserve Unit	88	±2	28	19	18	4	1	29	±2	2.0	±0.1	
Military Technician	88	±3	27	18	19	3	1	33	±4	2.0	±0.1	
IMA	91	±2	34	24	18	2	1	21	±3	1.9	±0.1	
Not Activated Past 12 Months	89	±2	28	19	18	4	1	29	±2	2.0	±0.1	
Activated Past 12 Months	88	±3	27	20	17	5	1	30	±4	2.0	±0.1	
Not Deployed Past 12 Months	89	±2	29	19	18	4	1	29	±2	2.0	±0.1	
Deployed Past 12 Months	87	±4	23	20	19	6	1	31	±5	2.2	±0.1	
ARNG	88	±2	27	19	19	4	1	29	±3	2.1	±0.1	
White	89	±3	28	20	19	4	1	29	±4	2.0	±0.1	
Total Minority	85	±3	25	16	21	6	3	30	±4	2.2	±0.2	
Black	85	±4	21	17	23	6	3	30	±6	2.3	±0.2	
Hispanic	85	±4	28	15	18	6	2	32	±7	2.1	±0.2	
Other Race/Ethnicity	84	±8	27	15	22	5	3	29	±9	2.2	±0.3	
Enlisted	88	±3	27	18	19	4	1	31	±4	2.1	±0.1	
E1 – E4	86	±4	29	17	18	5	1	30	±7	2.0	±0.2	
E5 – E9	89	±3	25	18	20	4	2	31	±4	2.1	±0.1	
Officers	89	±4	28	29	20	3	0	21	±6	2.0	±0.2	
USAR	88	±2	26	19	19	6	1	30	±4	2.1	±0.1	
White	89	±4	29	19	18	5	1	28	±6	2.0	±0.2	
Total Minority	86	±3	21	18	20	6	2	32	±4	2.2	±0.1	
Black	85	±3	20	18	21	6	2	33	±5	2.3	±0.2	
Hispanic	87	±3	24	18	18	6	2	33	±6	2.2	±0.2	
Other Race/Ethnicity	87	±6	21	18	20	10	2	30	±9	2.3	±0.3	
Enlisted	88	±3	26	17	19	6	1	31	±4	2.1	±0.1	
E1 – E4	87	±4	25	15	18	5	1	35	±7	2.1	±0.2	
E5 – E9	89	±3	27	19	19	6	1	28	±4	2.1	±0.1	
Officers	88	±4	27	25	19	5	2	22	±6	2.1	±0.2	

Note. Percent responding are Reserve component members who answered the question. Frequency of Occurrence does not include respondents who indicated "Don't know" in response to the question.

99. Continued	Percent Responding		Percentages						Max ME	Frequency of Occurrence		
			1	2	3	4	5	6				
USNR	88	±3	33	19	19	3	1	25	±4	1.9	±0.1	
White	91	±3	36	20	19	3	1	21	±6	1.9	±0.2	
Total Minority	85	±3	28	17	18	5	1	32	±4	2.0	±0.1	
Black	80	±4	22	19	18	4	1	36	±6	2.1	±0.2	
Hispanic	88	±4	29	15	18	5	1	32	±7	2.0	±0.2	
Other Race/Ethnicity	87	±5	34	18	17	5	1	25	±8	2.0	±0.2	
Enlisted	86	±3	33	16	19	4	1	27	±5	2.0	±0.2	
E1 – E4	86	±5	32	14	21	4	1	28	±9	2.0	±0.3	
E5 – E9	86	±3	33	17	19	4	1	27	±5	1.9	±0.2	
Officers	94	±3	33	29	18	2	1	18	±6	1.9	±0.2	
USMCR	87	±4	29	19	18	5	2	27	±5	2.1	±0.2	
White	89	±5	31	21	19	4	1	25	±7	2.0	±0.2	
Total Minority	84	±5	26	15	16	9	4	30	±6	2.3	±0.3	
Black	91	±4	15	19	18	15	2	31	±19	2.6	±0.4	
Hispanic	82	±8	32	11	16	5	5	32	±10	2.1	±0.4	
Other Race/Ethnicity	82	±12	26	20	14	12	4	23	±20	2.3	±0.4	
Enlisted	87	±4	28	19	18	6	2	27	±6	2.1	±0.2	
E1 – E4	87	±5	28	19	17	6	2	27	±8	2.1	±0.2	
E5 – E9	87	±4	28	18	19	4	2	29	±7	2.1	±0.2	
Officers	91	±3	35	24	17	4	1	19	±5	1.9	±0.1	
ANG	91	±2	29	21	14	3	1	32	±3	1.9	±0.1	
White	91	±2	30	22	13	3	0	32	±3	1.8	±0.1	
Total Minority	89	±2	26	19	15	4	2	34	±4	2.1	±0.1	
Black	85	±3	23	20	21	4	4	28	±5	2.2	±0.2	
Hispanic	90	±4	28	18	10	3	3	37	±7	2.0	±0.2	
Other Race/Ethnicity	92	±3	26	21	15	4	0	35	±7	2.0	±0.2	
Enlisted	90	±2	29	21	14	3	1	33	±3	1.9	±0.1	
E1 – E4	87	±4	31	21	13	3	1	32	±7	1.9	±0.2	
E5 – E9	92	±2	28	21	14	3	1	34	±3	1.9	±0.1	
Officers	94	±3	33	24	13	3	1	25	±6	1.9	±0.2	
USAFR	88	±2	32	20	16	2	1	29	±3	1.9	±0.1	
White	89	±3	35	22	13	1	1	27	±5	1.8	±0.1	
Total Minority	87	±3	26	16	21	4	1	32	±4	2.1	±0.1	
Black	85	±4	23	17	20	5	2	33	±5	2.2	±0.2	
Hispanic	90	±4	29	13	22	3	1	33	±8	2.0	±0.2	
Other Race/Ethnicity	86	±5	29	18	20	2	0	30	±7	2.0	±0.2	
Enlisted	87	±3	31	18	16	2	1	32	±4	1.9	±0.1	
E1 – E4	86	±4	28	20	17	1	1	33	±6	1.9	±0.2	
E5 – E9	87	±3	32	17	16	3	1	32	±4	1.9	±0.1	
Officers	92	±4	37	29	15	2	0	17	±7	1.8	±0.2	
USCGR	89	±3	28	21	23	3	1	25	±5	2.0	±0.1	
White	89	±4	29	21	21	3	0	25	±6	2.0	±0.2	
Total Minority	88	±5	24	19	26	4	1	26	±7	2.2	±0.2	
Black	93	±7	22	13	37	9	NR	19	±20	2.4	±0.4	
Hispanic	86	±7	22	25	24	2	2	25	±10	2.2	±0.2	
Other Race/Ethnicity	88	±9	27	14	23	4	0	31	±14	2.1	±0.3	
Enlisted	88	±3	28	18	23	3	0	27	±5	2.0	±0.2	
E1 – E4	86	±6	26	20	25	4	1	23	±9	2.1	±0.2	
E5 – E9	90	±4	29	17	22	3	0	28	±7	2.0	±0.2	
Officers	90	±5	28	31	19	3	1	17	±6	2.0	±0.2	

Note. Percent responding are Reserve component members who answered the question. Frequency of Occurrence does not include respondents who indicated "Don't know" in response to the question.

NR: Not reportable

100. How do the opportunities/conditions for people of your racial/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

a. Freedom from harassment



















































1. Much better as a civilian
4. Better in the military

2. Better as a civilian
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME	Extent Better in Military		
			1	2	3	4	5				
TOTAL DOD	87	±2	1	3	51	22	23	±2	3.6	±0.1	
Enlisted	86	±2	2	3	51	21	23	±2	3.6	±0.1	
E1 – E4	85	±3	2	3	51	20	24	±4	3.6	±0.1	
E5 – E9	88	±2	1	3	52	22	22	±2	3.6	±0.1	
Officers	90	±2	1	2	51	25	21	±3	3.6	±0.1	
O1 – O3	90	±3	1	2	57	21	19	±5	3.6	±0.1	
O4 – O6	91	±2	1	2	46	27	24	±4	3.7	±0.1	
Male	88	±2	2	3	50	22	24	±2	3.6	±0.1	
Female	83	±3	1	4	57	21	17	±4	3.5	±0.1	
White	88	±2	1	2	53	21	23	±3	3.6	±0.1	
Total Minority	84	±2	2	4	48	23	23	±2	3.6	±0.1	
Black	83	±2	1	4	47	25	22	±3	3.6	±0.1	
Hispanic	86	±2	2	4	47	20	27	±4	3.7	±0.1	
AIAN	91	±5	2	5	52	14	26	±16	3.6	±0.3	
Asian	85	±5	1	6	50	24	19	±4	3.5	±0.1	
NHPI	87	±6	1	1	64	19	14	±13	3.4	±0.2	
Two or More Races	84	±7	4	5	49	24	18	±8	3.5	±0.2	
AGR/FTS/AR	87	±2	1	2	43	30	24	±4	3.7	±0.1	
Other Selected Reserve	87	±2	2	3	52	21	23	±2	3.6	±0.1	
Reserve Unit	87	±2	2	3	52	21	23	±2	3.6	±0.1	
Military Technician	87	±3	1	2	51	24	21	±5	3.6	±0.1	
IMA	89	±2	1	3	51	23	23	±3	3.7	±0.1	
Not Activated Past 12 Months	87	±2	2	3	51	22	23	±2	3.6	±0.1	
Activated Past 12 Months	87	±3	1	3	52	22	22	±4	3.6	±0.1	
Not Deployed Past 12 Months	87	±2	1	3	50	22	23	±2	3.6	±0.1	
Deployed Past 12 Months	86	±4	2	3	57	20	18	±5	3.5	±0.1	
ARNG	87	±3	2	3	51	21	23	±4	3.6	±0.1	
White	88	±3	1	2	53	21	23	±5	3.6	±0.1	
Total Minority	84	±3	2	5	47	21	24	±4	3.6	±0.1	
Black	83	±4	2	5	47	24	22	±6	3.6	±0.2	
Hispanic	85	±4	1	5	43	21	29	±8	3.7	±0.2	
Other Race/Ethnicity	84	±8	4	6	55	18	17	±8	3.4	±0.2	
Enlisted	87	±3	2	3	52	20	23	±4	3.6	±0.1	
E1 – E4	85	±5	2	2	50	21	25	±7	3.6	±0.2	
E5 – E9	88	±3	1	3	53	20	22	±4	3.6	±0.1	
Officers	88	±4	1	3	49	24	22	±6	3.6	±0.2	
USAR	86	±3	2	3	51	22	22	±4	3.6	±0.1	
White	88	±4	2	3	53	20	23	±6	3.6	±0.2	
Total Minority	85	±3	2	4	50	23	20	±4	3.6	±0.1	
Black	83	±4	1	4	47	27	21	±5	3.6	±0.1	
Hispanic	87	±3	2	4	51	21	22	±6	3.6	±0.1	
Other Race/Ethnicity	86	±6	3	5	56	21	16	±9	3.4	±0.2	
Enlisted	86	±3	2	4	51	21	22	±4	3.6	±0.1	
E1 – E4	85	±5	3	3	51	19	23	±7	3.6	±0.2	
E5 – E9	87	±3	1	4	51	23	21	±4	3.6	±0.1	
Officers	89	±4	1	2	53	24	20	±6	3.6	±0.1	

Note. Percent responding are Reserve component members who answered the question.

100a. Continued	Percent Responding		Percentages					Max ME	Extent Better in Military		
			1	2	3	4	5				
USNR	87	±3	1	2	54	23	21	±4	3.6	±0.1	
White	90	±4	0	1	57	23	19	±6	3.6	±0.1	
Total Minority	83	±3	2	3	49	22	24	±4	3.6	±0.1	
Black	77	±4	0	3	48	23	25	±6	3.7	±0.1	
Hispanic	87	±4	3	2	54	17	24	±7	3.6	±0.2	
Other Race/Ethnicity	86	±6	3	3	41	30	23	±7	3.7	±0.2	
Enlisted	86	±3	1	2	53	22	22	±5	3.6	±0.1	
E1 – E4	85	±5	0	3	56	20	20	±9	3.6	±0.2	
E5 – E9	86	±3	1	2	52	23	23	±6	3.6	±0.1	
Officers	92	±3	1	1	57	25	16	±6	3.5	±0.1	
USMCR	86	±4	3	6	53	16	22	±6	3.5	±0.2	
White	88	±5	3	6	57	14	20	±8	3.4	±0.2	
Total Minority	81	±6	2	7	45	20	26	±7	3.6	±0.2	
Black	84	±10	2	5	48	22	23	±10	3.6	±0.2	
Hispanic	80	±8	2	6	47	16	30	±10	3.7	±0.2	
Other Race/Ethnicity	81	±12	4	12	36	29	19	±22	3.5	±0.3	
Enlisted	85	±4	3	7	54	15	21	±6	3.5	±0.2	
E1 – E4	85	±6	3	8	54	14	20	±8	3.4	±0.2	
E5 – E9	86	±4	2	3	53	20	22	±7	3.6	±0.2	
Officers	91	±3	0	3	47	21	28	±5	3.7	±0.1	
ANG	90	±2	1	2	49	25	23	±3	3.7	±0.1	
White	90	±2	0	1	50	26	22	±4	3.7	±0.1	
Total Minority	88	±2	1	3	47	22	27	±4	3.7	±0.1	
Black	84	±3	0	5	43	25	27	±5	3.7	±0.1	
Hispanic	88	±4	2	2	46	18	33	±7	3.8	±0.2	
Other Race/Ethnicity	91	±3	1	2	50	25	22	±7	3.7	±0.2	
Enlisted	89	±2	0	2	49	25	23	±3	3.7	±0.1	
E1 – E4	86	±4	0	1	54	23	22	±7	3.7	±0.2	
E5 – E9	90	±2	0	2	48	26	24	±4	3.7	±0.1	
Officers	93	±3	2	1	49	25	23	±6	3.7	±0.2	
USAFR	87	±2	1	2	50	23	25	±3	3.7	±0.1	
White	88	±3	0	1	52	22	25	±5	3.7	±0.1	
Total Minority	86	±3	1	3	46	26	24	±4	3.7	±0.1	
Black	84	±4	1	3	47	28	21	±5	3.7	±0.1	
Hispanic	88	±4	1	3	46	24	27	±7	3.7	±0.2	
Other Race/Ethnicity	85	±5	1	2	46	25	26	±7	3.7	±0.2	
Enlisted	86	±3	1	2	51	21	25	±4	3.7	±0.1	
E1 – E4	86	±4	0	2	48	23	27	±6	3.8	±0.2	
E5 – E9	86	±3	1	2	53	21	24	±5	3.6	±0.1	
Officers	91	±4	1	1	44	30	24	±7	3.8	±0.2	
USCGR	88	±3	1	3	55	21	20	±5	3.6	±0.1	
White	89	±4	1	2	55	21	21	±6	3.6	±0.1	
Total Minority	87	±5	2	5	55	21	18	±7	3.5	±0.2	
Black	93	±7	NR	7	54	18	21	±18	3.5	±0.4	
Hispanic	85	±7	2	4	54	18	22	±10	3.6	±0.2	
Other Race/Ethnicity	87	±9	3	5	56	26	10	±15	3.3	±0.2	
Enlisted	88	±4	1	3	55	20	21	±5	3.6	±0.1	
E1 – E4	86	±6	1	5	59	16	20	±9	3.5	±0.2	
E5 – E9	89	±4	1	2	52	22	22	±7	3.6	±0.2	
Officers	88	±5	1	1	57	27	15	±7	3.5	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

100. How do the opportunities/conditions for people of your racial/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

b. Freedom from discrimination

1. Much better as a civilian
4. Better in the military

2. Better as a civilian
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME	Extent Better in Military		
			1	2	3	4	5				
TOTAL DOD	87	±2	1	3	51	22	23	±2	3.6	±0.1	
Enlisted	86	±2	1	3	51	22	23	±2	3.6	±0.1	
E1 – E4	84	±3	2	3	50	21	24	±4	3.6	±0.1	
E5 – E9	88	±2	1	3	51	22	22	±2	3.6	±0.1	
Officers	90	±2	1	2	50	26	21	±3	3.6	±0.1	
O1 – O3	90	±3	1	2	57	21	19	±5	3.6	±0.1	
O4 – O6	91	±2	1	3	45	29	23	±4	3.7	±0.1	
Male	88	±2	1	3	49	23	24	±2	3.6	±0.1	
Female	83	±3	1	4	57	21	17	±4	3.5	±0.1	
White	88	±2	1	2	52	22	23	±3	3.6	±0.1	
Total Minority	84	±2	2	4	48	23	23	±2	3.6	±0.1	
Black	83	±2	1	4	48	25	21	±3	3.6	±0.1	
Hispanic	85	±2	1	5	46	22	26	±4	3.7	±0.1	
AIAN	91	±5	1	5	54	17	23	±16	3.5	±0.3	
Asian	85	±5	1	6	49	24	19	±4	3.5	±0.1	
NHPI	87	±6	1	2	64	19	14	±13	3.4	±0.2	
Two or More Races	84	±7	5	2	53	22	17	±8	3.5	±0.2	
AGR/FTS/AR	87	±2	0	3	43	30	23	±4	3.7	±0.1	
Other Selected Reserve	87	±2	1	3	51	22	23	±2	3.6	±0.1	
Reserve Unit	87	±2	1	3	51	22	23	±2	3.6	±0.1	
Military Technician	87	±3	1	2	50	25	22	±4	3.7	±0.1	
IMA	89	±2	1	3	49	25	23	±3	3.7	±0.1	
Not Activated Past 12 Months	87	±2	1	3	51	23	23	±2	3.6	±0.1	
Activated Past 12 Months	86	±3	1	4	51	22	22	±4	3.6	±0.1	
Not Deployed Past 12 Months	87	±2	1	3	50	23	23	±2	3.6	±0.1	
Deployed Past 12 Months	86	±4	1	5	54	21	19	±5	3.5	±0.1	
ARNG	87	±3	2	3	51	22	23	±4	3.6	±0.1	
White	88	±3	1	2	53	21	23	±5	3.6	±0.1	
Total Minority	84	±3	2	5	46	23	23	±4	3.6	±0.1	
Black	83	±4	3	5	47	24	21	±6	3.6	±0.2	
Hispanic	84	±4	1	5	42	23	29	±8	3.7	±0.2	
Other Race/Ethnicity	84	±8	4	5	54	20	16	±8	3.4	±0.2	
Enlisted	86	±3	2	3	51	21	24	±4	3.6	±0.1	
E1 – E4	85	±5	2	2	49	22	25	±7	3.7	±0.2	
E5 – E9	88	±3	1	3	53	20	22	±4	3.6	±0.1	
Officers	88	±4	1	2	49	25	22	±6	3.7	±0.1	
USAR	86	±3	2	4	51	22	21	±4	3.6	±0.1	
White	87	±4	2	3	52	20	23	±6	3.6	±0.2	
Total Minority	85	±3	1	5	51	24	20	±4	3.6	±0.1	
Black	83	±4	1	3	49	27	20	±5	3.6	±0.1	
Hispanic	86	±3	1	7	48	22	21	±6	3.6	±0.1	
Other Race/Ethnicity	86	±6	2	5	58	19	16	±9	3.4	±0.2	
Enlisted	85	±3	2	4	51	21	22	±4	3.6	±0.1	
E1 – E4	84	±5	3	4	51	20	23	±7	3.6	±0.2	
E5 – E9	87	±3	1	4	51	23	21	±4	3.6	±0.1	
Officers	89	±4	0	4	52	24	19	±6	3.6	±0.2	

Note. Percent responding are Reserve component members who answered the question.

100b. Continued	Percent Responding		Percentages					Max ME	Extent Better in Military		
			1	2	3	4	5				
USNR	87	±3	1	3	53	23	20	±4	3.6	±0.1	
White	90	±4	0	2	55	23	19	±6	3.6	±0.1	
Total Minority	83	±3	2	3	50	22	23	±4	3.6	±0.1	
Black	78	±4	0	3	51	21	23	±6	3.6	±0.1	
Hispanic	85	±4	3	3	53	18	23	±7	3.6	±0.2	
Other Race/Ethnicity	86	±6	2	3	44	27	23	±7	3.7	±0.2	
Enlisted	85	±3	1	3	53	22	22	±5	3.6	±0.1	
E1 – E4	85	±5	1	3	57	19	20	±9	3.6	±0.2	
E5 – E9	85	±4	1	3	52	22	22	±6	3.6	±0.1	
Officers	92	±3	1	3	54	27	16	±6	3.6	±0.1	
USMCR	85	±4	2	5	52	19	22	±6	3.5	±0.2	
White	87	±5	3	5	54	18	20	±8	3.5	±0.2	
Total Minority	81	±6	2	3	48	21	26	±7	3.7	±0.2	
Black	83	±10	2	4	51	19	23	±10	3.6	±0.2	
Hispanic	81	±8	2	2	48	18	30	±10	3.7	±0.2	
Other Race/Ethnicity	81	±12	3	5	44	30	19	±14	3.6	±0.2	
Enlisted	85	±4	3	5	53	18	22	±6	3.5	±0.2	
E1 – E4	84	±6	3	6	53	17	21	±8	3.5	±0.2	
E5 – E9	85	±4	1	3	52	22	22	±7	3.6	±0.2	
Officers	90	±3	1	2	45	24	28	±5	3.8	±0.1	
ANG	89	±2	0	2	48	27	23	±3	3.7	±0.1	
White	90	±2	0	2	48	28	22	±4	3.7	±0.1	
Total Minority	88	±2	1	3	47	24	26	±4	3.7	±0.1	
Black	84	±3	0	5	46	25	24	±5	3.7	±0.1	
Hispanic	89	±4	2	3	44	20	31	±7	3.8	±0.2	
Other Race/Ethnicity	91	±3	0	1	51	26	21	±7	3.7	±0.2	
Enlisted	89	±2	0	2	48	27	23	±3	3.7	±0.1	
E1 – E4	86	±4	0	2	52	24	22	±7	3.7	±0.2	
E5 – E9	90	±2	0	2	47	27	23	±4	3.7	±0.1	
Officers	93	±3	1	2	49	26	22	±6	3.6	±0.2	
USAFR	87	±2	1	2	50	24	24	±3	3.7	±0.1	
White	88	±3	0	1	51	23	25	±5	3.7	±0.1	
Total Minority	85	±3	1	3	48	25	23	±4	3.7	±0.1	
Black	83	±4	1	3	48	27	20	±5	3.6	±0.1	
Hispanic	88	±4	1	3	47	23	27	±7	3.7	±0.2	
Other Race/Ethnicity	84	±6	1	2	49	25	24	±7	3.7	±0.2	
Enlisted	86	±3	1	2	52	21	24	±4	3.7	±0.1	
E1 – E4	86	±4	0	2	48	23	26	±6	3.7	±0.2	
E5 – E9	86	±3	1	2	53	21	23	±5	3.6	±0.1	
Officers	91	±4	1	1	44	31	23	±7	3.8	±0.2	
USCGR	88	±3	1	3	53	21	21	±5	3.6	±0.1	
White	89	±4	1	2	53	21	22	±6	3.6	±0.1	
Total Minority	86	±5	2	4	53	22	19	±7	3.5	±0.2	
Black	93	±7	NR	7	45	21	28	±19	3.7	±0.4	
Hispanic	84	±7	2	3	54	21	20	±10	3.5	±0.2	
Other Race/Ethnicity	87	±9	5	3	55	25	12	±15	3.4	±0.3	
Enlisted	88	±4	1	3	53	20	22	±6	3.6	±0.1	
E1 – E4	86	±6	1	6	55	17	22	±9	3.5	±0.2	
E5 – E9	88	±4	2	1	52	22	23	±7	3.6	±0.2	
Officers	88	±5	1	2	55	27	16	±7	3.5	±0.2	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

100. How do the opportunities/conditions for people of your racial/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

c. Freedom from retaliation

1. Much better as a civilian
4. Better in the military

2. Better as a civilian
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME	Extent Better in Military		
			1	2	3	4	5				
TOTAL DOD	87	±2	2	3	52	21	22	±2	3.6	±0.1	
Enlisted	86	±2	2	3	53	20	22	±2	3.6	±0.1	
E1 – E4	84	±3	2	3	53	19	23	±4	3.6	±0.1	
E5 – E9	87	±2	1	4	52	21	21	±2	3.6	±0.1	
Officers	90	±2	2	3	51	25	20	±3	3.6	±0.1	
O1 – O3	90	±3	2	4	56	20	18	±5	3.5	±0.1	
O4 – O6	91	±2	1	3	47	28	21	±4	3.6	±0.1	
Male	87	±2	2	3	51	21	23	±2	3.6	±0.1	
Female	83	±3	1	5	59	19	15	±4	3.4	±0.1	
White	88	±2	2	3	53	21	21	±3	3.6	±0.1	
Total Minority	84	±2	2	5	50	21	22	±2	3.6	±0.1	
Black	82	±2	2	4	51	23	20	±3	3.6	±0.1	
Hispanic	85	±2	2	5	48	19	26	±4	3.6	±0.1	
AIAN	91	±5	1	6	55	13	25	±16	3.5	±0.3	
Asian	85	±5	2	5	52	22	19	±4	3.5	±0.1	
NHPI	87	±6	1	1	62	21	14	±13	3.4	±0.2	
Two or More Races	84	±7	4	4	53	23	16	±8	3.4	±0.2	
AGR/FTS/AR	87	±2	1	2	46	29	22	±4	3.7	±0.1	
Other Selected Reserve	87	±2	2	3	53	20	22	±2	3.6	±0.1	
Reserve Unit	86	±2	2	3	53	20	22	±2	3.6	±0.1	
Military Technician	86	±3	1	3	51	24	20	±5	3.6	±0.1	
IMA	88	±2	1	4	51	23	22	±3	3.6	±0.1	
Not Activated Past 12 Months	87	±2	2	3	53	21	22	±2	3.6	±0.1	
Activated Past 12 Months	86	±3	2	4	52	21	21	±4	3.6	±0.1	
Not Deployed Past 12 Months	87	±2	2	3	52	21	22	±2	3.6	±0.1	
Deployed Past 12 Months	85	±4	2	5	55	20	17	±5	3.4	±0.1	
ARNG	86	±3	2	4	52	20	22	±4	3.6	±0.1	
White	87	±3	1	3	54	20	22	±5	3.6	±0.1	
Total Minority	84	±3	3	6	49	19	23	±4	3.5	±0.1	
Black	83	±4	3	5	51	21	20	±6	3.5	±0.2	
Hispanic	84	±4	3	7	43	17	29	±8	3.6	±0.2	
Other Race/Ethnicity	84	±8	4	5	55	19	16	±8	3.4	±0.2	
Enlisted	86	±3	2	4	53	19	22	±4	3.6	±0.1	
E1 – E4	84	±5	2	3	53	19	24	±7	3.6	±0.2	
E5 – E9	88	±3	1	5	53	19	21	±4	3.5	±0.1	
Officers	88	±4	2	5	48	24	22	±6	3.6	±0.2	
USAR	86	±3	2	3	53	21	21	±4	3.6	±0.1	
White	87	±4	3	2	53	20	23	±6	3.6	±0.2	
Total Minority	85	±3	2	4	53	22	19	±4	3.5	±0.1	
Black	83	±4	1	3	52	24	20	±5	3.6	±0.1	
Hispanic	87	±3	2	5	51	22	21	±6	3.5	±0.1	
Other Race/Ethnicity	86	±6	2	5	60	18	16	±9	3.4	±0.2	
Enlisted	86	±3	2	3	52	21	22	±4	3.6	±0.1	
E1 – E4	84	±5	3	2	53	20	23	±7	3.6	±0.2	
E5 – E9	87	±3	2	4	52	21	21	±4	3.6	±0.1	
Officers	89	±4	2	3	56	22	17	±7	3.5	±0.2	

Note. Percent responding are Reserve component members who answered the question.

100c. Continued	Percent Responding		Percentages					Max ME	Extent Better in Military		
			1	2	3	4	5				
USNR	87	±3	2	3	54	23	19	±4	3.5	±0.1	
White	89	±4	1	2	56	24	16	±6	3.5	±0.1	
Total Minority	83	±3	2	3	50	22	23	±4	3.6	±0.1	
Black	77	±4	1	3	49	23	24	±6	3.7	±0.1	
Hispanic	87	±4	3	2	54	18	23	±7	3.6	±0.2	
Other Race/Ethnicity	85	±6	2	3	45	28	22	±8	3.7	±0.2	
Enlisted	85	±3	2	3	54	22	20	±5	3.5	±0.1	
E1 – E4	84	±5	1	4	59	17	19	±9	3.5	±0.2	
E5 – E9	86	±3	2	2	52	24	20	±6	3.6	±0.1	
Officers	92	±3	1	2	54	27	16	±6	3.5	±0.1	
USMCR	85	±4	2	6	53	17	22	±6	3.5	±0.2	
White	88	±5	2	6	55	17	19	±8	3.5	±0.2	
Total Minority	81	±6	3	4	48	18	27	±7	3.6	±0.2	
Black	83	±10	3	5	49	22	20	±10	3.5	±0.2	
Hispanic	80	±8	2	2	49	13	34	±11	3.7	±0.2	
Other Race/Ethnicity	80	±12	3	NR	47	24	18	±13	3.4	±0.3	
Enlisted	85	±4	2	6	53	17	22	±6	3.5	±0.2	
E1 – E4	85	±6	2	7	54	16	21	±8	3.5	±0.2	
E5 – E9	85	±4	2	3	53	19	23	±7	3.6	±0.2	
Officers	90	±3	1	3	46	22	27	±5	3.7	±0.1	
ANG	89	±2	1	2	50	25	22	±3	3.7	±0.1	
White	89	±2	1	2	51	25	22	±4	3.6	±0.1	
Total Minority	87	±2	1	3	48	23	25	±4	3.7	±0.1	
Black	83	±4	1	5	46	25	23	±5	3.6	±0.1	
Hispanic	87	±4	2	2	48	19	29	±7	3.7	±0.2	
Other Race/Ethnicity	90	±3	0	3	50	25	22	±7	3.7	±0.2	
Enlisted	88	±2	1	2	50	24	23	±3	3.7	±0.1	
E1 – E4	85	±5	0	2	54	22	22	±7	3.6	±0.2	
E5 – E9	89	±2	1	2	49	25	23	±4	3.7	±0.1	
Officers	93	±3	1	3	47	28	20	±6	3.6	±0.2	
USAFR	87	±2	1	2	52	22	22	±3	3.6	±0.1	
White	88	±3	1	1	54	21	23	±5	3.6	±0.1	
Total Minority	85	±3	1	4	49	24	22	±4	3.6	±0.1	
Black	83	±4	1	4	50	26	19	±5	3.6	±0.1	
Hispanic	88	±4	1	4	48	22	26	±7	3.7	±0.2	
Other Race/Ethnicity	85	±5	1	3	48	26	23	±7	3.7	±0.2	
Enlisted	86	±3	1	2	54	21	23	±4	3.6	±0.1	
E1 – E4	85	±4	0	2	50	23	25	±6	3.7	±0.2	
E5 – E9	86	±3	1	3	55	19	22	±5	3.6	±0.1	
Officers	91	±4	1	2	48	28	21	±7	3.7	±0.2	
USCGR	88	±3	1	3	53	22	21	±5	3.6	±0.1	
White	89	±4	0	3	53	22	22	±6	3.6	±0.1	
Total Minority	86	±5	2	4	52	23	19	±7	3.5	±0.2	
Black	93	±7	2	4	50	23	22	±19	3.6	±0.4	
Hispanic	84	±7	1	2	51	24	21	±10	3.6	±0.2	
Other Race/Ethnicity	87	±9	2	6	57	23	13	±13	3.4	±0.2	
Enlisted	88	±4	0	3	53	21	22	±6	3.6	±0.1	
E1 – E4	86	±6	0	5	58	15	22	±9	3.5	±0.2	
E5 – E9	89	±4	0	2	50	24	23	±7	3.7	±0.2	
Officers	88	±5	1	4	52	28	15	±7	3.5	±0.2	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

100. How do the opportunities/conditions for people of your racial/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

d. Freedom from extremism/hate crimes

1. Much better as a civilian
4. Better in the military

2. Better as a civilian
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME	Extent Better in Military		
			1	2	3	4	5				
TOTAL DOD	87	±2	1	1	49	22	26	±2	3.7	±0.1	
Enlisted	86	±2	1	1	50	22	26	±2	3.7	±0.1	
E1 – E4	84	±3	1	1	50	21	27	±4	3.7	±0.1	
E5 – E9	88	±2	1	1	50	23	25	±2	3.7	±0.1	
Officers	90	±2	1	1	48	26	24	±3	3.7	±0.1	
O1 – O3	90	±3	1	1	52	23	22	±5	3.6	±0.1	
O4 – O6	90	±2	0	1	45	27	27	±4	3.8	±0.1	
Male	87	±2	1	1	48	22	27	±2	3.7	±0.1	
Female	83	±3	1	2	55	22	20	±4	3.6	±0.1	
White	88	±2	1	1	51	22	25	±3	3.7	±0.1	
Total Minority	84	±2	1	2	46	24	27	±2	3.7	±0.1	
Black	82	±2	1	2	44	27	26	±3	3.7	±0.1	
Hispanic	85	±2	1	2	46	21	30	±4	3.8	±0.1	
AIAN	92	±5	0	4	52	15	29	±15	3.7	±0.3	
Asian	85	±5	1	3	49	25	22	±4	3.6	±0.1	
NHPI	87	±6	1	2	59	19	19	±13	3.5	±0.2	
Two or More Races	84	±7	3	2	46	27	23	±8	3.6	±0.2	
AGR/FTS/AR	87	±2	0	1	41	29	28	±4	3.8	±0.1	
Other Selected Reserve	87	±2	1	1	50	22	26	±2	3.7	±0.1	
Reserve Unit	87	±2	1	1	50	22	26	±2	3.7	±0.1	
Military Technician	87	±3	1	1	49	25	24	±5	3.7	±0.1	
IMA	89	±2	1	2	49	23	26	±3	3.7	±0.1	
Not Activated Past 12 Months	87	±2	1	1	49	23	26	±2	3.7	±0.1	
Activated Past 12 Months	86	±3	1	1	50	21	26	±4	3.7	±0.1	
Not Deployed Past 12 Months	87	±2	1	1	49	23	26	±2	3.7	±0.1	
Deployed Past 12 Months	85	±4	1	2	53	21	23	±5	3.6	±0.1	
ARNG	86	±3	1	1	50	22	26	±4	3.7	±0.1	
White	87	±3	1	1	53	21	25	±5	3.7	±0.1	
Total Minority	84	±3	2	3	44	23	28	±4	3.7	±0.1	
Black	83	±4	2	2	43	26	27	±6	3.7	±0.2	
Hispanic	84	±4	1	4	43	20	32	±8	3.8	±0.2	
Other Race/Ethnicity	84	±8	2	3	50	22	23	±8	3.6	±0.2	
Enlisted	86	±3	1	1	51	21	26	±4	3.7	±0.1	
E1 – E4	84	±5	1	1	51	20	27	±7	3.7	±0.2	
E5 – E9	88	±3	1	2	51	21	24	±4	3.7	±0.1	
Officers	88	±4	1	1	45	27	26	±6	3.8	±0.2	
USAR	86	±3	1	1	49	23	25	±4	3.7	±0.1	
White	88	±4	1	1	50	21	27	±6	3.7	±0.1	
Total Minority	85	±3	1	2	48	25	23	±4	3.7	±0.1	
Black	83	±4	1	2	45	29	24	±5	3.7	±0.1	
Hispanic	86	±4	1	2	48	23	25	±6	3.7	±0.1	
Other Race/Ethnicity	86	±6	2	3	56	20	19	±9	3.5	±0.2	
Enlisted	86	±3	1	1	49	23	26	±4	3.7	±0.1	
E1 – E4	85	±5	1	1	48	21	28	±7	3.7	±0.2	
E5 – E9	87	±3	1	1	49	24	24	±4	3.7	±0.1	
Officers	89	±4	1	2	52	24	22	±7	3.6	±0.2	

Note. Percent responding are Reserve component members who answered the question.

100d. Continued	Percent Responding		Percentages					Max ME	Extent Better in Military		
			1	2	3	4	5				
USNR	87	±3	1	1	52	23	23	±4	3.7	±0.1	
White	89	±4	0	1	55	24	20	±6	3.6	±0.1	
Total Minority	83	±3	1	1	49	22	27	±4	3.7	±0.1	
Black	77	±4	0	1	47	23	28	±6	3.8	±0.1	
Hispanic	86	±4	2	1	54	16	27	±7	3.7	±0.2	
Other Race/Ethnicity	86	±6	1	1	43	30	24	±7	3.7	±0.2	
Enlisted	85	±3	1	1	52	23	24	±5	3.7	±0.1	
E1 – E4	85	±5	0	2	55	19	23	±9	3.6	±0.2	
E5 – E9	85	±4	1	1	50	24	24	±6	3.7	±0.1	
Officers	91	±4	1	1	55	25	19	±6	3.6	±0.1	
USMCR	86	±4	1	4	51	18	26	±6	3.6	±0.1	
White	88	±5	1	4	54	17	24	±8	3.6	±0.2	
Total Minority	81	±6	2	4	45	20	29	±7	3.7	±0.2	
Black	84	±10	2	4	47	21	26	±10	3.6	±0.2	
Hispanic	80	±8	1	2	48	16	33	±10	3.8	±0.2	
Other Race/Ethnicity	81	±12	3	NR	35	33	21	±14	3.6	±0.3	
Enlisted	85	±4	1	4	52	18	25	±6	3.6	±0.2	
E1 – E4	85	±6	1	6	52	16	25	±8	3.6	±0.2	
E5 – E9	86	±4	1	1	53	22	24	±7	3.7	±0.2	
Officers	90	±3	1	1	44	23	31	±5	3.8	±0.1	
ANG	89	±2	0	1	47	25	28	±3	3.8	±0.1	
White	90	±2	0	1	48	25	27	±4	3.8	±0.1	
Total Minority	87	±2	1	1	43	24	31	±4	3.8	±0.1	
Black	83	±4	0	3	38	28	30	±5	3.9	±0.1	
Hispanic	88	±4	2	0	45	17	35	±7	3.8	±0.2	
Other Race/Ethnicity	90	±3	0	1	45	27	27	±7	3.8	±0.2	
Enlisted	89	±2	0	1	47	25	28	±3	3.8	±0.1	
E1 – E4	86	±4	0	1	50	23	26	±7	3.7	±0.2	
E5 – E9	90	±2	0	1	45	25	29	±4	3.8	±0.1	
Officers	93	±3	1	1	47	25	26	±6	3.7	±0.2	
USAFR	87	±2	1	1	48	23	27	±3	3.8	±0.1	
White	88	±3	0	0	51	21	27	±5	3.7	±0.1	
Total Minority	84	±3	0	2	42	27	28	±4	3.8	±0.1	
Black	83	±4	0	3	42	29	26	±5	3.8	±0.1	
Hispanic	86	±5	0	1	42	26	31	±7	3.9	±0.2	
Other Race/Ethnicity	85	±5	0	2	43	26	29	±7	3.8	±0.2	
Enlisted	85	±3	0	1	49	22	27	±4	3.7	±0.1	
E1 – E4	85	±4	0	1	45	26	28	±7	3.8	±0.2	
E5 – E9	85	±3	1	1	51	20	27	±5	3.7	±0.1	
Officers	91	±4	1	0	44	29	26	±7	3.8	±0.2	
USCGR	87	±3	0	1	53	22	24	±5	3.7	±0.1	
White	87	±4	0	1	53	23	24	±6	3.7	±0.1	
Total Minority	87	±5	0	3	51	22	24	±7	3.7	±0.2	
Black	93	±7	NR	3	46	15	37	±19	3.9	±0.4	
Hispanic	85	±7	1	3	48	25	23	±10	3.7	±0.2	
Other Race/Ethnicity	87	±9	0	2	60	22	16	±13	3.5	±0.2	
Enlisted	87	±4	0	1	53	21	25	±6	3.7	±0.1	
E1 – E4	84	±6	0	2	55	16	28	±9	3.7	±0.2	
E5 – E9	88	±4	0	1	52	24	23	±7	3.7	±0.2	
Officers	88	±5	1	1	52	28	18	±6	3.6	±0.2	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

100. How do the opportunities/conditions for people of your racial/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

e. Freedom from gangs

1. Much better as a civilian
4. Better in the military

2. Better as a civilian
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME	Extent Better in Military		
			1	2	3	4	5				
TOTAL DOD	87	±2	1	1	46	24	27	±2	3.8	±0.1	
Enlisted	86	±2	1	1	47	23	28	±2	3.8	±0.1	
E1 – E4	85	±3	1	1	46	22	29	±4	3.8	±0.1	
E5 – E9	88	±2	1	1	47	24	26	±2	3.7	±0.1	
Officers	89	±2	1	1	46	26	26	±3	3.8	±0.1	
O1 – O3	90	±3	2	1	51	23	24	±5	3.7	±0.1	
O4 – O6	90	±3	0	1	42	30	27	±4	3.8	±0.1	
Male	88	±2	1	1	46	24	29	±2	3.8	±0.1	
Female	83	±3	1	2	50	24	22	±4	3.6	±0.1	
White	88	±2	1	1	48	23	27	±3	3.7	±0.1	
Total Minority	84	±2	1	2	43	25	29	±2	3.8	±0.1	
Black	83	±2	1	2	41	30	27	±3	3.8	±0.1	
Hispanic	85	±2	1	3	44	20	32	±4	3.8	±0.1	
AIAN	91	±5	1	3	43	14	39	±16	3.9	±0.3	
Asian	85	±5	1	2	46	27	24	±4	3.7	±0.1	
NHPI	85	±6	1	2	56	20	20	±14	3.6	±0.3	
Two or More Races	84	±7	3	1	45	26	25	±8	3.7	±0.2	
AGR/FTS/AR	87	±2	0	1	40	30	29	±4	3.9	±0.1	
Other Selected Reserve	87	±2	1	1	47	23	27	±2	3.7	±0.1	
Reserve Unit	87	±2	1	1	47	23	27	±2	3.7	±0.1	
Military Technician	87	±3	0	2	46	25	27	±4	3.8	±0.1	
IMA	89	±2	1	1	45	26	27	±3	3.8	±0.1	
Not Activated Past 12 Months	87	±2	1	1	47	24	27	±2	3.8	±0.1	
Activated Past 12 Months	86	±3	1	2	46	24	27	±4	3.8	±0.1	
Not Deployed Past 12 Months	87	±2	1	1	46	24	28	±2	3.8	±0.1	
Deployed Past 12 Months	85	±4	1	2	49	23	25	±5	3.7	±0.1	
ARNG	87	±3	1	1	47	23	27	±4	3.7	±0.1	
White	88	±3	1	0	49	23	27	±5	3.7	±0.1	
Total Minority	84	±3	1	3	42	24	29	±4	3.8	±0.1	
Black	83	±4	2	2	40	30	26	±6	3.8	±0.1	
Hispanic	84	±4	1	5	41	18	35	±8	3.8	±0.2	
Other Race/Ethnicity	84	±8	2	2	48	25	23	±8	3.6	±0.2	
Enlisted	86	±3	1	1	47	23	27	±4	3.7	±0.1	
E1 – E4	85	±5	1	1	45	23	30	±7	3.8	±0.2	
E5 – E9	88	±3	1	2	49	23	25	±4	3.7	±0.1	
Officers	88	±4	1	1	46	25	28	±6	3.8	±0.2	
USAR	86	±3	1	1	46	25	27	±4	3.7	±0.1	
White	87	±4	1	1	47	23	28	±6	3.8	±0.1	
Total Minority	85	±3	1	2	45	27	25	±4	3.7	±0.1	
Black	83	±4	1	1	42	32	24	±5	3.8	±0.1	
Hispanic	87	±3	1	3	45	23	27	±6	3.7	±0.1	
Other Race/Ethnicity	85	±6	2	3	51	21	24	±9	3.6	±0.2	
Enlisted	86	±3	1	1	46	25	27	±4	3.8	±0.1	
E1 – E4	85	±5	1	1	46	23	29	±7	3.8	±0.2	
E5 – E9	87	±3	1	2	46	26	25	±4	3.7	±0.1	
Officers	88	±4	1	1	49	25	24	±7	3.7	±0.2	

Note. Percent responding are Reserve component members who answered the question.

100e. Continued	Percent Responding		Percentages					Max ME	Extent Better in Military		
			1	2	3	4	5				
USNR	87	±3	1	1	49	24	24	±4	3.7	±0.1	
White	89	±4	0	1	52	25	21	±6	3.6	±0.1	
Total Minority	83	±3	1	1	45	24	29	±4	3.8	±0.1	
Black	77	±4	0	1	43	25	31	±6	3.8	±0.1	
Hispanic	86	±4	2	1	50	19	28	±7	3.7	±0.2	
Other Race/Ethnicity	86	±6	1	1	40	30	28	±8	3.8	±0.2	
Enlisted	85	±3	1	2	50	23	25	±5	3.7	±0.1	
E1 – E4	85	±5	0	4	52	18	25	±9	3.6	±0.2	
E5 – E9	86	±4	1	1	49	25	25	±6	3.7	±0.1	
Officers	92	±3	1	1	49	28	22	±6	3.7	±0.1	
USMCR	86	±4	1	3	48	19	29	±6	3.7	±0.1	
White	88	±5	1	4	51	19	25	±8	3.6	±0.2	
Total Minority	81	±6	1	1	42	19	36	±7	3.9	±0.2	
Black	84	±10	2	2	43	25	28	±11	3.7	±0.2	
Hispanic	80	±8	1	1	45	12	41	±10	3.9	±0.2	
Other Race/Ethnicity	81	±12	2	1	32	33	31	±15	3.9	±0.3	
Enlisted	85	±4	1	3	49	19	29	±6	3.7	±0.2	
E1 – E4	85	±6	1	4	48	17	29	±8	3.7	±0.2	
E5 – E9	86	±4	1	1	51	21	26	±7	3.7	±0.2	
Officers	91	±3	1	1	42	26	30	±5	3.8	±0.1	
ANG	89	±2	0	1	44	25	30	±3	3.8	±0.1	
White	90	±2	0	1	45	25	28	±4	3.8	±0.1	
Total Minority	88	±2	1	1	40	24	34	±4	3.9	±0.1	
Black	84	±3	0	3	36	27	34	±5	3.9	±0.1	
Hispanic	88	±4	2	1	41	19	37	±7	3.9	±0.2	
Other Race/Ethnicity	91	±3	0	1	43	24	31	±7	3.9	±0.2	
Enlisted	89	±2	0	1	44	25	30	±3	3.8	±0.1	
E1 – E4	85	±5	0	1	47	23	29	±7	3.8	±0.2	
E5 – E9	90	±2	0	1	43	25	31	±4	3.9	±0.1	
Officers	93	±3	1	2	45	27	26	±6	3.8	±0.2	
USAFR	87	±2	0	1	45	24	29	±3	3.8	±0.1	
White	88	±3	0	1	48	22	29	±5	3.8	±0.1	
Total Minority	85	±3	0	2	40	28	30	±4	3.9	±0.1	
Black	84	±4	0	2	40	30	28	±5	3.8	±0.1	
Hispanic	88	±4	0	1	41	25	32	±8	3.9	±0.2	
Other Race/Ethnicity	85	±5	0	1	41	28	30	±7	3.9	±0.2	
Enlisted	86	±3	0	1	46	23	29	±4	3.8	±0.1	
E1 – E4	85	±4	0	1	43	22	33	±7	3.9	±0.2	
E5 – E9	86	±3	1	1	48	23	27	±5	3.8	±0.1	
Officers	91	±4	1	0	40	29	30	±7	3.9	±0.2	
USCGR	88	±3	0	1	50	24	25	±5	3.7	±0.1	
White	88	±4	0	0	50	24	26	±6	3.7	±0.1	
Total Minority	87	±5	1	2	48	24	25	±7	3.7	±0.2	
Black	93	±7	NR	3	43	25	30	±19	3.8	±0.3	
Hispanic	84	±7	1	2	45	25	26	±10	3.7	±0.2	
Other Race/Ethnicity	87	±9	0	3	56	21	20	±14	3.6	±0.2	
Enlisted	88	±4	0	1	50	23	26	±6	3.7	±0.1	
E1 – E4	86	±6	0	1	53	17	29	±9	3.7	±0.2	
E5 – E9	89	±4	0	1	48	26	25	±7	3.7	±0.2	
Officers	88	±5	0	1	50	28	20	±6	3.7	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

100. How do the opportunities/conditions for people of your racial/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?

f. Race/ethnicity relations overall

1. Much better as a civilian
4. Better in the military

2. Better as a civilian
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME	Extent Better in Military		
			1	2	3	4	5				
TOTAL DOD	87	±2	1	2	49	23	25	±2	3.7	±0.1	
Enlisted	86	±2	1	2	49	22	25	±2	3.7	±0.1	
E1 – E4	84	±3	1	2	49	21	26	±4	3.7	±0.1	
E5 – E9	88	±2	1	2	50	23	24	±2	3.7	±0.1	
Officers	90	±2	1	2	47	27	24	±3	3.7	±0.1	
O1 – O3	90	±3	2	2	52	22	22	±5	3.6	±0.1	
O4 – O6	90	±2	1	2	42	30	25	±4	3.8	±0.1	
Male	88	±2	1	2	47	24	26	±2	3.7	±0.1	
Female	83	±3	1	3	56	21	18	±4	3.5	±0.1	
White	88	±2	1	1	50	23	25	±3	3.7	±0.1	
Total Minority	84	±2	2	3	47	23	25	±2	3.7	±0.1	
Black	83	±2	1	3	46	27	23	±3	3.7	±0.1	
Hispanic	85	±2	1	3	48	19	28	±4	3.7	±0.1	
AIAN	92	±5	2	4	52	17	25	±15	3.6	±0.3	
Asian	85	±5	2	4	49	24	21	±4	3.6	±0.1	
NHPI	87	±6	1	1	61	17	21	±13	3.5	±0.3	
Two or More Races	84	±7	3	3	48	26	21	±8	3.6	±0.2	
AGR/FTS/AR	86	±2	0	2	41	31	26	±4	3.8	±0.1	
Other Selected Reserve	87	±2	1	2	50	22	24	±2	3.7	±0.1	
Reserve Unit	87	±2	1	2	50	22	25	±2	3.7	±0.1	
Military Technician	87	±3	1	2	49	26	23	±5	3.7	±0.1	
IMA	89	±2	1	2	47	26	24	±3	3.7	±0.1	
Not Activated Past 12 Months	87	±2	1	2	49	23	25	±2	3.7	±0.1	
Activated Past 12 Months	86	±3	1	3	49	22	25	±4	3.7	±0.1	
Not Deployed Past 12 Months	87	±2	1	2	48	23	25	±2	3.7	±0.1	
Deployed Past 12 Months	85	±4	1	4	53	22	21	±5	3.6	±0.1	
ARNG	86	±3	1	2	49	22	26	±4	3.7	±0.1	
White	87	±3	1	1	51	21	26	±5	3.7	±0.1	
Total Minority	84	±3	2	4	46	22	26	±4	3.7	±0.1	
Black	83	±4	2	4	44	26	24	±6	3.7	±0.1	
Hispanic	84	±4	1	5	45	19	31	±8	3.7	±0.2	
Other Race/Ethnicity	84	±8	3	5	51	20	20	±8	3.5	±0.2	
Enlisted	86	±3	1	2	50	21	26	±4	3.7	±0.1	
E1 – E4	84	±5	1	1	48	21	29	±7	3.7	±0.2	
E5 – E9	88	±3	1	3	52	21	23	±4	3.6	±0.1	
Officers	87	±4	1	1	45	26	26	±6	3.7	±0.2	
USAR	86	±3	1	3	49	24	23	±4	3.6	±0.1	
White	88	±4	1	3	48	23	24	±6	3.7	±0.2	
Total Minority	85	±3	1	3	50	25	21	±4	3.6	±0.1	
Black	83	±4	1	2	47	29	21	±5	3.7	±0.1	
Hispanic	86	±4	2	2	51	22	23	±6	3.6	±0.1	
Other Race/Ethnicity	86	±6	3	4	56	20	17	±9	3.5	±0.2	
Enlisted	86	±3	2	3	49	24	23	±4	3.6	±0.1	
E1 – E4	85	±5	2	3	49	23	23	±7	3.6	±0.2	
E5 – E9	87	±3	1	2	49	26	22	±4	3.7	±0.1	
Officers	89	±4	1	3	50	23	22	±7	3.6	±0.2	

Note. Percent responding are Reserve component members who answered the question.

100f. Continued	Percent Responding		Percentages					Max ME	Extent Better in Military		
			1	2	3	4	5				
USNR	87	±3	1	2	51	25	22	±4	3.6	±0.1	
White	90	±4	0	1	52	27	20	±6	3.6	±0.1	
Total Minority	83	±3	2	2	49	23	24	±4	3.7	±0.1	
Black	78	±4	1	3	49	24	23	±6	3.7	±0.1	
Hispanic	87	±4	3	1	55	17	24	±7	3.6	±0.2	
Other Race/Ethnicity	86	±6	2	3	40	29	25	±7	3.7	±0.2	
Enlisted	85	±3	1	2	50	24	22	±5	3.6	±0.1	
E1 – E4	85	±5	0	3	54	21	22	±9	3.6	±0.2	
E5 – E9	85	±4	1	2	49	25	23	±6	3.7	±0.1	
Officers	93	±3	1	1	51	28	19	±6	3.6	±0.1	
USMCR	86	±4	2	3	52	18	25	±6	3.6	±0.2	
White	88	±5	2	4	53	18	24	±8	3.6	±0.2	
Total Minority	81	±6	2	2	49	19	28	±7	3.7	±0.2	
Black	84	±10	2	3	52	20	22	±10	3.6	±0.2	
Hispanic	80	±8	1	2	50	14	33	±11	3.8	±0.2	
Other Race/Ethnicity	80	±12	3	1	43	33	20	±14	3.7	±0.2	
Enlisted	85	±4	2	3	53	17	25	±6	3.6	±0.2	
E1 – E4	85	±6	2	4	53	17	25	±8	3.6	±0.2	
E5 – E9	85	±4	1	2	53	19	26	±7	3.7	±0.2	
Officers	90	±3	1	1	43	27	28	±5	3.8	±0.1	
ANG	89	±2	0	1	47	26	25	±3	3.7	±0.1	
White	90	±2	0	1	47	27	24	±4	3.7	±0.1	
Total Minority	87	±2	1	2	45	23	28	±4	3.8	±0.1	
Black	84	±4	1	3	45	25	27	±5	3.7	±0.1	
Hispanic	88	±4	2	2	45	19	32	±7	3.8	±0.2	
Other Race/Ethnicity	91	±3	0	1	46	27	25	±7	3.8	±0.2	
Enlisted	89	±2	0	1	47	26	25	±3	3.7	±0.1	
E1 – E4	86	±4	0	1	51	23	25	±7	3.7	±0.2	
E5 – E9	89	±2	0	2	46	27	25	±4	3.8	±0.1	
Officers	92	±3	1	1	44	29	25	±6	3.8	±0.2	
USAFR	87	±2	1	1	48	24	26	±3	3.7	±0.1	
White	88	±3	1	1	49	24	26	±5	3.7	±0.1	
Total Minority	85	±3	1	3	46	25	26	±4	3.7	±0.1	
Black	83	±4	0	4	46	27	23	±5	3.7	±0.1	
Hispanic	88	±4	1	2	45	22	30	±7	3.8	±0.2	
Other Race/Ethnicity	85	±5	1	1	46	26	26	±7	3.8	±0.2	
Enlisted	86	±3	1	1	50	22	26	±4	3.7	±0.1	
E1 – E4	85	±4	0	1	48	23	28	±7	3.8	±0.2	
E5 – E9	86	±3	1	2	51	21	25	±5	3.7	±0.1	
Officers	91	±4	2	1	41	32	24	±7	3.8	±0.2	
USCGR	88	±3	1	2	52	22	23	±5	3.6	±0.1	
White	88	±4	1	1	52	22	24	±6	3.7	±0.1	
Total Minority	87	±5	1	4	52	23	20	±7	3.6	±0.2	
Black	93	±7	NR	5	45	29	21	±19	3.7	±0.3	
Hispanic	85	±7	2	3	51	21	24	±10	3.6	±0.2	
Other Race/Ethnicity	87	±9	2	4	57	24	13	±13	3.4	±0.2	
Enlisted	88	±4	1	2	51	21	25	±6	3.7	±0.1	
E1 – E4	86	±6	1	3	57	15	25	±9	3.6	±0.2	
E5 – E9	89	±4	1	2	48	24	24	±7	3.7	±0.2	
Officers	88	±5	0	1	53	29	17	±7	3.6	±0.1	

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

101. In your opinion, have race/ethnic relations in our nation gotten better or worse over the last five years?

1. Worse today

2. About the same as five years ago

3. Better today

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	87	±2	16	42	42	±2
Enlisted	87	±2	16	42	42	±2
E1 – E4	85	±3	14	40	46	±4
E5 – E9	88	±2	17	44	39	±2
Officers	90	±2	18	40	42	±3
O1 – O3	90	±3	18	38	44	±5
O4 – O6	91	±2	18	42	41	±4
Male	88	±2	16	42	42	±2
Female	84	±3	16	43	40	±4
White	89	±2	16	42	42	±3
Total Minority	85	±2	16	42	42	±2
Black	84	±2	19	45	36	±3
Hispanic	86	±2	14	39	46	±4
AIAN	91	±5	14	52	34	±14
Asian	85	±5	10	43	48	±4
NHPI	87	±6	9	51	40	±14
Two or More Races	84	±7	19	40	41	±9
AGR/FTS/AR	88	±2	14	46	40	±4
Other Selected Reserve	87	±2	16	41	42	±2
Reserve Unit	87	±2	16	41	42	±2
Military Technician	88	±3	18	42	40	±5
IMA	90	±2	19	43	38	±3
Not Activated Past 12 Months	88	±2	16	42	42	±2
Activated Past 12 Months	87	±3	16	42	42	±4
Not Deployed Past 12 Months	88	±2	16	42	43	±2
Deployed Past 12 Months	86	±4	19	43	38	±5
ARNG	87	±2	16	40	44	±4
White	88	±3	16	40	45	±5
Total Minority	84	±3	18	39	43	±4
Black	84	±4	19	42	40	±6
Hispanic	85	±4	19	36	45	±8
Other Race/Ethnicity	84	±8	16	41	43	±8
Enlisted	87	±3	16	40	44	±4
E1 – E4	85	±4	15	38	48	±7
E5 – E9	89	±3	17	42	40	±4
Officers	88	±4	19	37	44	±6
USAR	87	±3	17	42	40	±4
White	88	±4	19	42	38	±6
Total Minority	85	±3	15	43	43	±4
Black	84	±4	20	46	35	±5
Hispanic	87	±3	9	36	55	±6
Other Race/Ethnicity	86	±6	11	47	42	±9
Enlisted	86	±3	17	42	41	±4
E1 – E4	85	±5	15	41	44	±7
E5 – E9	88	±3	19	44	37	±4
Officers	89	±4	20	43	38	±7

Note. Percent responding are Reserve component members who answered the question.

101. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
USNR	88	±3	15	42	44	±4
White	90	±4	14	41	44	±6
Total Minority	84	±3	15	43	42	±4
Black	78	±4	16	49	35	±6
Hispanic	87	±4	15	40	45	±7
Other Race/Ethnicity	86	±6	14	38	48	±8
Enlisted	86	±3	14	42	43	±5
E1 – E4	86	±5	10	45	45	±9
E5 – E9	86	±3	16	41	42	±6
Officers	93	±3	15	40	45	±6
USMCR	86	±4	15	38	47	±6
White	88	±5	16	37	47	±8
Total Minority	83	±6	12	40	48	±7
Black	90	±5	12	46	42	±12
Hispanic	81	±8	11	41	48	±10
Other Race/Ethnicity	81	±12	17	30	53	±17
Enlisted	86	±4	14	38	48	±6
E1 – E4	85	±6	13	37	51	±8
E5 – E9	87	±4	17	42	41	±7
Officers	91	±3	21	36	43	±5
ANG	90	±2	15	46	39	±3
White	90	±2	14	45	41	±4
Total Minority	88	±2	15	51	34	±4
Black	85	±3	21	47	32	±5
Hispanic	89	±4	13	55	32	±7
Other Race/Ethnicity	91	±3	11	52	38	±7
Enlisted	89	±2	14	47	39	±3
E1 – E4	85	±5	11	49	40	±7
E5 – E9	91	±2	15	46	38	±4
Officers	94	±3	16	44	40	±6
USAFR	87	±2	16	47	37	±3
White	88	±3	15	47	38	±5
Total Minority	86	±3	17	47	36	±4
Black	84	±4	20	49	31	±5
Hispanic	88	±4	16	49	35	±7
Other Race/Ethnicity	86	±5	14	42	44	±7
Enlisted	86	±3	16	49	35	±4
E1 – E4	85	±4	9	45	45	±7
E5 – E9	87	±3	18	50	32	±5
Officers	92	±4	15	41	44	±7
USCGR	89	±3	19	43	38	±5
White	89	±4	20	42	37	±6
Total Minority	87	±5	14	44	42	±7
Black	93	±7	36	37	27	±18
Hispanic	85	±7	9	48	43	±10
Other Race/Ethnicity	87	±9	9	43	49	±13
Enlisted	89	±3	20	42	38	±5
E1 – E4	86	±6	16	39	45	±9
E5 – E9	90	±4	22	44	34	±7
Officers	89	±5	14	46	40	±6

Note. Percent responding are Reserve component members who answered the question.

102. In your opinion, have opportunities in our nation gotten better or worse over the last five years for people of your racial/ethnic background?

1. Much worse
4. Better

2. Worse
5. Much better

3. Neither better or worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL DOD	87	±2	4	13	51	19	13	±2	3.2	±0.1	
Enlisted	87	±2	4	13	51	19	13	±2	3.3	±0.1	
E1 – E4	85	±3	5	11	50	19	15	±4	3.3	±0.1	
E5 – E9	88	±2	3	14	52	18	12	±2	3.2	±0.1	
Officers	90	±2	4	16	51	18	11	±3	3.2	±0.1	
O1 – O3	90	±3	3	17	50	18	12	±5	3.2	±0.1	
O4 – O6	91	±2	4	14	53	19	10	±4	3.1	±0.1	
Male	88	±2	4	13	51	18	14	±2	3.2	±0.1	
Female	84	±3	2	13	53	22	10	±4	3.3	±0.1	
White	89	±2	4	14	54	16	12	±3	3.2	±0.1	
Total Minority	85	±2	4	10	46	25	15	±2	3.4	±0.1	
Black	83	±2	4	12	46	25	12	±3	3.3	±0.1	
Hispanic	86	±2	4	10	43	25	18	±4	3.4	±0.1	
AIAN	92	±5	2	8	61	16	13	±12	3.3	±0.2	
Asian	85	±5	2	5	49	28	16	±4	3.5	±0.1	
NHPI	87	±6	1	3	43	28	24	±20	3.7	±0.3	
Two or More Races	84	±7	5	11	48	21	16	±8	3.3	±0.2	
AGR/FTS/AR	88	±2	3	13	55	19	10	±4	3.2	±0.1	
Other Selected Reserve	87	±2	4	13	51	19	13	±2	3.2	±0.1	
Reserve Unit	87	±2	4	13	51	19	13	±2	3.2	±0.1	
Military Technician	87	±3	3	14	52	19	12	±4	3.2	±0.1	
IMA	90	±2	3	16	57	15	9	±3	3.1	±0.1	
Not Activated Past 12 Months	88	±2	4	12	51	18	14	±2	3.3	±0.1	
Activated Past 12 Months	87	±3	3	15	51	20	11	±4	3.2	±0.1	
Not Deployed Past 12 Months	88	±2	4	12	51	19	14	±2	3.3	±0.1	
Deployed Past 12 Months	86	±4	4	17	52	19	8	±5	3.1	±0.1	
ARNG	87	±2	4	13	49	19	14	±4	3.2	±0.1	
White	88	±3	4	14	52	17	13	±5	3.2	±0.1	
Total Minority	84	±3	5	11	43	24	17	±4	3.4	±0.1	
Black	84	±4	5	12	44	25	14	±6	3.3	±0.2	
Hispanic	84	±4	6	12	40	24	19	±8	3.4	±0.2	
Other Race/Ethnicity	84	±8	3	8	47	24	19	±9	3.5	±0.2	
Enlisted	87	±3	5	13	50	19	14	±4	3.3	±0.1	
E1 – E4	85	±5	6	11	47	21	15	±7	3.3	±0.2	
E5 – E9	89	±3	3	14	52	17	13	±4	3.2	±0.1	
Officers	89	±4	4	17	47	19	12	±6	3.2	±0.2	
USAR	87	±3	4	13	51	18	13	±4	3.2	±0.1	
White	88	±4	5	17	55	11	12	±6	3.1	±0.2	
Total Minority	85	±3	3	9	47	26	15	±4	3.4	±0.1	
Black	83	±4	3	12	48	26	11	±5	3.3	±0.1	
Hispanic	87	±3	2	7	42	28	20	±6	3.6	±0.1	
Other Race/Ethnicity	86	±6	3	6	52	23	15	±9	3.4	±0.2	
Enlisted	86	±3	4	13	51	18	14	±4	3.3	±0.1	
E1 – E4	84	±5	4	12	50	17	16	±7	3.3	±0.2	
E5 – E9	88	±3	3	13	52	20	12	±4	3.2	±0.1	
Officers	89	±4	5	16	53	15	11	±7	3.1	±0.2	

Note. Percent responding are Reserve component members who answered the question.

102. Continued	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
USNR	88	±3	3	10	54	21	11	±4	3.3	±0.1	
White	90	±3	3	10	58	19	10	±6	3.2	±0.1	
Total Minority	84	±3	4	11	47	25	14	±4	3.3	±0.1	
Black	78	±4	2	12	49	23	13	±6	3.3	±0.1	
Hispanic	86	±4	5	12	44	24	15	±7	3.3	±0.2	
Other Race/Ethnicity	86	±6	4	7	48	28	13	±10	3.4	±0.2	
Enlisted	86	±3	4	10	53	22	12	±5	3.3	±0.1	
E1 – E4	85	±5	1	5	55	24	15	±9	3.5	±0.2	
E5 – E9	87	±3	5	11	52	21	11	±6	3.2	±0.1	
Officers	93	±3	2	12	58	19	9	±6	3.2	±0.1	
USMCR	86	±4	5	12	50	16	17	±6	3.3	±0.2	
White	88	±5	6	13	52	14	14	±8	3.2	±0.2	
Total Minority	83	±6	4	8	45	21	21	±7	3.5	±0.2	
Black	90	±5	3	9	47	25	15	±13	3.4	±0.2	
Hispanic	81	±8	4	7	45	21	23	±10	3.5	±0.3	
Other Race/Ethnicity	81	±12	3	12	43	18	25	±21	3.5	±0.4	
Enlisted	86	±4	5	11	50	17	17	±6	3.3	±0.2	
E1 – E4	86	±6	6	10	50	16	19	±8	3.3	±0.2	
E5 – E9	87	±4	5	13	49	18	15	±7	3.2	±0.2	
Officers	90	±3	4	18	52	15	12	±5	3.1	±0.1	
ANG	90	±2	3	13	54	20	11	±3	3.2	±0.1	
White	90	±2	3	14	54	19	10	±4	3.2	±0.1	
Total Minority	88	±2	2	10	53	24	11	±4	3.3	±0.1	
Black	84	±3	4	16	45	26	9	±5	3.2	±0.1	
Hispanic	89	±4	1	9	56	23	11	±7	3.3	±0.1	
Other Race/Ethnicity	91	±3	2	6	57	22	13	±7	3.4	±0.2	
Enlisted	89	±2	3	13	54	19	10	±3	3.2	±0.1	
E1 – E4	86	±4	2	7	61	18	11	±7	3.3	±0.2	
E5 – E9	90	±2	3	15	52	20	10	±4	3.2	±0.1	
Officers	93	±3	2	15	50	22	11	±6	3.2	±0.2	
USAFR	87	±2	3	13	54	18	12	±3	3.2	±0.1	
White	88	±3	3	14	57	15	11	±5	3.2	±0.1	
Total Minority	86	±3	3	12	48	23	13	±4	3.3	±0.1	
Black	84	±4	6	14	47	21	11	±5	3.2	±0.1	
Hispanic	89	±4	1	9	53	23	14	±7	3.4	±0.2	
Other Race/Ethnicity	86	±5	1	10	44	29	16	±7	3.5	±0.2	
Enlisted	86	±3	3	14	54	17	12	±4	3.2	±0.1	
E1 – E4	85	±4	3	7	53	21	16	±7	3.4	±0.2	
E5 – E9	86	±3	4	16	54	15	11	±5	3.1	±0.1	
Officers	92	±4	2	13	56	20	9	±7	3.2	±0.2	
USCGR	88	±3	4	13	54	18	11	±5	3.2	±0.1	
White	89	±4	5	15	53	17	10	±6	3.1	±0.2	
Total Minority	87	±5	3	8	57	21	11	±7	3.3	±0.1	
Black	93	±7	4	19	59	15	4	±17	3.0	±0.3	
Hispanic	85	±7	2	6	52	23	17	±10	3.5	±0.2	
Other Race/Ethnicity	87	±9	2	5	65	21	6	±12	3.2	±0.2	
Enlisted	88	±3	4	13	54	18	10	±5	3.2	±0.1	
E1 – E4	86	±6	5	12	54	22	6	±9	3.1	±0.2	
E5 – E9	89	±4	4	13	55	16	13	±7	3.2	±0.2	
Officers	89	±5	2	17	52	17	11	±6	3.2	±0.2	

Note. Percent responding are Reserve component members who answered the question.

103. In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with the last five years?

1. Much less often
4. More often

2. Less often
5. Much more often

3. About the same

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	58	±2	18	33	46	3	1	±2	2.4	±0.1	
Enlisted	53	±2	18	32	45	3	1	±2	2.4	±0.1	
E1 – E4	20	±3	18	32	45	3	1	±8	2.4	±0.2	
E5 – E9	80	±2	19	33	45	3	1	±2	2.4	±0.1	
Officers	82	±3	15	36	47	1	1	±3	2.4	±0.1	
O1 – O3	73	±5	15	36	46	2	1	±6	2.4	±0.1	
O4 – O6	90	±3	15	37	47	1	1	±4	2.4	±0.1	
Male	59	±2	18	33	45	2	1	±2	2.3	±0.1	
Female	51	±4	15	33	47	4	1	±4	2.4	±0.1	
White	60	±2	17	34	47	2	1	±3	2.4	±0.1	
Total Minority	54	±2	19	33	43	4	1	±3	2.4	±0.1	
Black	54	±3	15	34	45	5	2	±3	2.5	±0.1	
Hispanic	53	±3	25	30	40	3	1	±4	2.2	±0.1	
AIAN	67	±13	20	22	55	2	1	±15	2.4	±0.3	
Asian	50	±4	16	37	44	3	1	±5	2.4	±0.1	
NHPI	56	±13	18	42	34	5	1	±14	2.3	±0.2	
Two or More Races	57	±8	15	33	43	6	3	±9	2.5	±0.2	
AGR/FTS/AR	81	±3	15	36	46	2	1	±4	2.4	±0.1	
Other Selected Reserve	55	±2	18	33	46	3	1	±2	2.4	±0.1	
Reserve Unit	55	±2	18	33	45	3	1	±2	2.4	±0.1	
Military Technician	73	±4	16	32	48	3	1	±4	2.4	±0.1	
IMA	87	±2	14	34	49	2	1	±3	2.4	±0.1	
Not Activated Past 12 Months	58	±2	18	34	45	2	1	±2	2.3	±0.1	
Activated Past 12 Months	57	±4	17	32	47	3	1	±4	2.4	±0.1	
Not Deployed Past 12 Months	58	±2	18	34	45	2	1	±2	2.3	±0.1	
Deployed Past 12 Months	60	±5	16	29	50	4	1	±5	2.5	±0.1	
ARNG	53	±3	18	34	44	2	1	±4	2.3	±0.1	
White	54	±4	17	35	45	2	1	±5	2.3	±0.1	
Total Minority	49	±4	21	32	41	4	2	±5	2.3	±0.1	
Black	48	±5	18	35	40	6	1	±7	2.4	±0.2	
Hispanic	48	±6	28	27	39	3	2	±8	2.2	±0.2	
Other Race/Ethnicity	52	±8	15	35	44	4	3	±9	2.4	±0.2	
Enlisted	49	±3	19	33	44	3	1	±4	2.3	±0.1	
E1 – E4	20	±5	17	37	43	2	1	±14	2.3	±0.2	
E5 – E9	76	±4	19	32	44	3	1	±4	2.3	±0.1	
Officers	80	±5	15	38	45	1	2	±6	2.4	±0.1	
USAR	57	±3	17	30	47	4	2	±4	2.4	±0.1	
White	57	±5	18	27	51	3	2	±6	2.4	±0.2	
Total Minority	57	±3	17	34	43	5	2	±4	2.4	±0.1	
Black	57	±4	13	34	45	5	3	±5	2.5	±0.1	
Hispanic	57	±5	25	33	37	4	0	±8	2.2	±0.2	
Other Race/Ethnicity	55	±8	13	33	45	8	1	±11	2.5	±0.2	
Enlisted	52	±4	18	30	45	5	2	±5	2.4	±0.1	
E1 – E4	26	±6	20	25	46	6	3	±12	2.5	±0.3	
E5 – E9	82	±4	17	32	45	4	1	±4	2.4	±0.1	
Officers	79	±5	15	29	53	2	1	±7	2.4	±0.2	

Note. Percent responding are Reserve component members who answered the question and who spent more than 5 years in military service (Q15).

103. Continued	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
USNR	70	±3	20	38	40	1	1	±4	2.3	±0.1	
White	75	±4	19	41	39	1	1	±6	2.2	±0.1	
Total Minority	62	±3	22	33	42	3	0	±5	2.3	±0.1	
Black	59	±5	17	32	47	4	1	±6	2.4	±0.1	
Hispanic	67	±5	24	34	39	4	0	±9	2.2	±0.2	
Other Race/Ethnicity	61	±6	27	32	40	1	0	±11	2.2	±0.2	
Enlisted	66	±4	22	35	39	2	1	±5	2.2	±0.1	
E1 – E4	26	±7	24	39	36	0	1	±17	2.2	±0.3	
E5 – E9	80	±4	22	35	39	2	1	±6	2.3	±0.1	
Officers	83	±4	13	45	41	0	0	±7	2.3	±0.1	
USMCR	33	±4	16	31	50	3	0	±6	2.4	±0.1	
White	34	±5	14	31	52	2	0	±7	2.4	±0.2	
Total Minority	32	±5	19	30	47	4	0	±9	2.4	±0.2	
Black	37	±9	10	31	54	5	0	±15	2.5	±0.2	
Hispanic	30	±7	25	22	48	4	0	±12	2.3	±0.2	
Other Race/Ethnicity	32	±11	13	NR	34	4	0	±18	2.3	±0.2	
Enlisted	28	±4	16	29	52	4	0	±7	2.4	±0.1	
E1 – E4	8	±4	NR	NR	NR	NR	NR		NR		
E5 – E9	75	±7	17	27	52	4	0	±6	2.4	±0.1	
Officers	84	±3	15	38	45	2	1	±5	2.4	±0.1	
ANG	71	±2	16	35	47	2	1	±3	2.4	±0.1	
White	72	±3	16	35	48	1	0	±4	2.4	±0.1	
Total Minority	67	±3	16	33	47	3	1	±4	2.4	±0.1	
Black	67	±4	10	33	50	5	2	±5	2.6	±0.1	
Hispanic	67	±7	21	34	41	3	1	±7	2.3	±0.2	
Other Race/Ethnicity	66	±6	18	31	49	1	1	±7	2.3	±0.2	
Enlisted	68	±2	17	34	47	2	1	±4	2.3	±0.1	
E1 – E4	12	±4	13	29	52	3	3	±16	2.5	±0.3	
E5 – E9	87	±3	17	34	47	1	0	±4	2.3	±0.1	
Officers	88	±4	11	39	47	2	0	±7	2.4	±0.1	
USAFR	69	±2	17	32	48	2	0	±4	2.4	±0.1	
White	73	±3	17	33	48	2	0	±5	2.3	±0.1	
Total Minority	60	±3	16	31	48	4	0	±4	2.4	±0.1	
Black	60	±4	14	30	51	5	0	±6	2.5	±0.1	
Hispanic	62	±7	20	28	49	3	1	±8	2.4	±0.2	
Other Race/Ethnicity	59	±6	18	39	41	3	0	±8	2.3	±0.1	
Enlisted	63	±3	18	30	49	3	0	±4	2.4	±0.1	
E1 – E4	16	±4	20	19	59	1	0	±14	2.4	±0.3	
E5 – E9	83	±3	17	31	48	3	0	±5	2.4	±0.1	
Officers	89	±4	15	38	46	1	0	±7	2.3	±0.1	
USCGR	64	±4	17	33	47	2	1	±5	2.4	±0.1	
White	66	±5	16	34	47	2	1	±6	2.4	±0.2	
Total Minority	56	±7	18	29	49	2	2	±8	2.4	±0.2	
Black	62	±16	6	34	50	10	NR	±19	2.6	±0.3	
Hispanic	53	±9	21	31	44	1	3	±12	2.3	±0.2	
Other Race/Ethnicity	58	±12	21	22	57	NR	NR	±15	2.4	±0.3	
Enlisted	60	±4	18	31	47	2	2	±7	2.4	±0.2	
E1 – E4	27	±7	9	41	48	1	NR	±15	2.4	±0.2	
E5 – E9	78	±5	20	29	47	2	2	±7	2.4	±0.2	
Officers	85	±5	12	40	46	1	0	±7	2.4	±0.1	

Note. Percent responding are Reserve component members who answered the question and who spent more than 5 years in military service (Q15).

NR: Not reportable

104. In your opinion, have racial/ethnic relations overall in the military gotten better or worse over the last five years?

1. Worse today

2. About the same as five years ago

3. Better today

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	58	±2	4	49	47	±2
Enlisted	54	±2	4	49	47	±2
E1 – E4	20	±3	5	48	47	±8
E5 – E9	81	±2	4	49	47	±2
Officers	82	±3	3	50	47	±3
O1 – O3	73	±5	3	50	47	±6
O4 – O6	90	±3	2	50	48	±4
Male	60	±2	3	49	48	±2
Female	51	±4	5	52	43	±4
White	60	±2	3	50	47	±3
Total Minority	54	±2	5	47	48	±3
Black	55	±3	7	49	44	±3
Hispanic	53	±3	3	46	52	±4
AIAN	67	±13	5	55	40	±15
Asian	51	±4	2	46	51	±5
NHPI	56	±13	7	36	57	±13
Two or More Races	57	±8	10	45	45	±10
AGR/FTS/AR	81	±3	4	51	45	±4
Other Selected Reserve	55	±2	3	49	48	±2
Reserve Unit	55	±2	3	49	48	±2
Military Technician	73	±4	4	51	45	±4
IMA	87	±2	3	53	44	±3
Not Activated Past 12 Months	58	±2	4	48	48	±2
Activated Past 12 Months	57	±4	4	51	45	±4
Not Deployed Past 12 Months	58	±2	4	48	48	±2
Deployed Past 12 Months	60	±5	3	55	41	±5
ARNG	53	±3	3	48	49	±4
White	54	±4	2	50	48	±5
Total Minority	49	±4	6	42	51	±5
Black	49	±5	7	42	51	±7
Hispanic	48	±6	4	43	53	±8
Other Race/Ethnicity	52	±8	9	42	50	±9
Enlisted	49	±3	4	48	48	±4
E1 – E4	20	±5	3	48	50	±13
E5 – E9	77	±4	4	48	48	±4
Officers	79	±5	3	46	50	±7
USAR	57	±3	5	50	45	±4
White	58	±5	5	51	44	±6
Total Minority	57	±3	5	49	46	±4
Black	57	±4	8	52	41	±5
Hispanic	57	±5	2	44	54	±7
Other Race/Ethnicity	55	±8	6	51	43	±11
Enlisted	53	±4	6	49	45	±5
E1 – E4	26	±6	10	46	44	±12
E5 – E9	82	±3	5	49	46	±4
Officers	78	±5	2	54	44	±7

Note. Percent responding are Reserve component members who answered the question and who spent more than 5 years in military service (Q15).

104. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
USNR	70	±3	2	42	55	±4
White	76	±4	2	40	58	±6
Total Minority	63	±3	3	46	51	±5
Black	59	±5	4	51	44	±6
Hispanic	67	±5	1	42	57	±8
Other Race/Ethnicity	61	±6	4	44	52	±9
Enlisted	67	±4	2	42	56	±5
E1 – E4	26	±7	1	39	60	±16
E5 – E9	81	±4	3	42	55	±6
Officers	83	±4	2	44	54	±6
USMCR	33	±4	3	56	42	±6
White	34	±5	3	58	39	±7
Total Minority	32	±5	2	52	46	±9
Black	37	±9	3	52	45	±16
Hispanic	30	±7	1	57	41	±11
Other Race/Ethnicity	31	±11	3	37	60	±19
Enlisted	28	±4	3	58	39	±7
E1 – E4	8	±4	NR	NR	NR	
E5 – E9	75	±7	4	56	40	±6
Officers	84	±3	2	49	49	±5
ANG	71	±2	3	51	47	±3
White	72	±3	2	51	47	±4
Total Minority	67	±3	5	49	46	±4
Black	68	±4	8	50	42	±5
Hispanic	67	±7	3	47	50	±7
Other Race/Ethnicity	66	±6	4	51	45	±7
Enlisted	68	±2	3	50	47	±3
E1 – E4	12	±4	4	51	45	±15
E5 – E9	87	±3	3	50	47	±4
Officers	88	±4	3	53	45	±7
USAFR	69	±2	3	54	42	±4
White	73	±3	3	55	43	±5
Total Minority	61	±3	4	54	41	±4
Black	60	±4	6	59	35	±6
Hispanic	62	±7	3	57	40	±8
Other Race/Ethnicity	59	±6	3	42	55	±8
Enlisted	63	±3	3	54	42	±4
E1 – E4	16	±4	1	63	35	±13
E5 – E9	83	±3	4	54	43	±5
Officers	90	±4	2	55	43	±7
USCGR	64	±4	2	52	46	±5
White	66	±5	1	53	46	±6
Total Minority	56	±7	3	51	45	±8
Black	60	±16	9	66	25	±20
Hispanic	53	±9	3	45	51	±11
Other Race/Ethnicity	60	±12	0	53	47	±15
Enlisted	60	±4	2	53	45	±6
E1 – E4	28	±7	2	62	37	±15
E5 – E9	78	±5	2	51	47	±7
Officers	84	±5	1	51	48	±7

Note. Percent responding are Reserve component members who answered the question and who spent more than 5 years in military service (Q15).

NR: Not reportable

105. In your opinion, have opportunities in the military gotten better or worse over the last five years for people of your racial/ethnic background?

1. Much worse
4. Better

2. Worse
5. Much better

3. Neither better or worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL DOD	58	±2	1	4	61	21	12	±2	3.4	±0.1	
Enlisted	53	±2	1	4	60	22	13	±2	3.4	±0.1	
E1 – E4	20	±3	2	6	55	23	15	±8	3.4	±0.2	
E5 – E9	80	±2	1	4	61	22	12	±2	3.4	±0.1	
Officers	82	±3	1	5	66	18	10	±3	3.3	±0.1	
O1 – O3	74	±5	1	5	63	18	12	±6	3.3	±0.1	
O4 – O6	90	±3	1	5	68	18	7	±4	3.3	±0.1	
Male	59	±2	1	5	61	21	12	±2	3.4	±0.1	
Female	51	±4	1	4	64	21	10	±4	3.3	±0.1	
White	60	±2	1	5	66	18	11	±3	3.3	±0.1	
Total Minority	54	±2	1	4	51	28	15	±3	3.5	±0.1	
Black	55	±3	2	5	49	32	12	±3	3.5	±0.1	
Hispanic	53	±3	1	3	50	25	21	±4	3.6	±0.1	
AIAN	67	±13	0	3	66	16	14	±14	3.4	±0.3	
Asian	51	±4	0	3	58	25	14	±5	3.5	±0.1	
NHPI	56	±13	1	2	44	39	14	±15	3.6	±0.2	
Two or More Races	57	±8	5	6	55	26	8	±10	3.3	±0.2	
AGR/FTS/AR	81	±3	1	4	64	21	10	±4	3.3	±0.1	
Other Selected Reserve	55	±2	1	5	61	21	12	±2	3.4	±0.1	
Reserve Unit	55	±2	1	5	61	21	12	±2	3.4	±0.1	
Military Technician	73	±4	1	6	64	17	12	±4	3.3	±0.1	
IMA	87	±2	1	6	70	15	9	±3	3.2	±0.1	
Not Activated Past 12 Months	58	±2	1	4	61	22	12	±2	3.4	±0.1	
Activated Past 12 Months	58	±4	1	5	64	19	12	±4	3.4	±0.1	
Not Deployed Past 12 Months	58	±2	1	4	60	22	12	±2	3.4	±0.1	
Deployed Past 12 Months	60	±5	1	5	68	16	10	±4	3.3	±0.1	
ARNG	53	±3	1	4	57	24	14	±4	3.4	±0.1	
White	54	±4	1	4	62	21	12	±5	3.4	±0.1	
Total Minority	49	±4	2	4	45	31	18	±5	3.6	±0.1	
Black	49	±5	1	5	44	36	13	±7	3.6	±0.2	
Hispanic	48	±6	2	3	43	28	24	±8	3.7	±0.2	
Other Race/Ethnicity	52	±8	2	4	52	28	13	±10	3.5	±0.2	
Enlisted	49	±3	1	4	57	24	14	±4	3.4	±0.1	
E1 – E4	20	±5	1	5	46	32	16	±14	3.6	±0.3	
E5 – E9	77	±4	2	4	59	22	13	±4	3.4	±0.1	
Officers	79	±5	2	5	59	22	12	±6	3.4	±0.2	
USAR	57	±3	1	5	62	20	11	±4	3.3	±0.1	
White	58	±5	1	6	70	14	9	±6	3.2	±0.1	
Total Minority	57	±3	1	4	52	28	14	±4	3.5	±0.1	
Black	57	±4	2	5	50	33	11	±5	3.5	±0.1	
Hispanic	57	±5	0	3	53	22	22	±7	3.6	±0.2	
Other Race/Ethnicity	55	±8	3	2	58	29	8	±11	3.4	±0.2	
Enlisted	53	±4	2	4	60	22	12	±5	3.4	±0.1	
E1 – E4	26	±6	3	7	61	16	13	±12	3.3	±0.3	
E5 – E9	82	±4	1	3	60	24	11	±4	3.4	±0.1	
Officers	80	±5	0	7	68	16	9	±7	3.3	±0.1	

Note. Percent responding are Reserve component members who answered the question and who spent more than 5 years in military service (Q15).

105. Continued	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
USNR	70	±3	1	5	61	21	13	±4	3.4	±0.1	
White	76	±4	1	5	64	19	11	±6	3.3	±0.1	
Total Minority	62	±3	1	5	54	24	15	±5	3.5	±0.1	
Black	59	±5	1	5	55	24	15	±6	3.5	±0.1	
Hispanic	67	±5	1	5	54	25	15	±8	3.5	±0.2	
Other Race/Ethnicity	61	±6	0	7	54	23	15	±11	3.5	±0.2	
Enlisted	67	±4	1	4	59	21	15	±5	3.4	±0.1	
E1 – E4	26	±7	0	2	55	16	27	±17	3.7	±0.3	
E5 – E9	81	±4	1	4	59	22	13	±6	3.4	±0.1	
Officers	84	±4	0	8	67	18	7	±6	3.2	±0.1	
USMCR	33	±4	1	5	70	14	10	±5	3.3	±0.1	
White	34	±5	1	4	77	10	8	±5	3.2	±0.1	
Total Minority	32	±5	0	6	59	21	14	±12	3.4	±0.2	
Black	38	±9	0	2	62	24	12	±14	3.5	±0.2	
Hispanic	30	±7	0	2	58	23	16	±11	3.5	±0.2	
Other Race/Ethnicity	32	±11	0	NR	NR	13	12	±12	3.2	±0.5	
Enlisted	28	±4	1	5	71	14	9	±6	3.3	±0.1	
E1 – E4	8	±4	NR	NR	83	3	5	±24	3.0	±0.2	
E5 – E9	75	±7	1	4	68	16	10	±5	3.3	±0.1	
Officers	85	±3	1	4	69	14	11	±5	3.3	±0.1	
ANG	71	±2	1	4	65	20	10	±3	3.4	±0.1	
White	72	±3	0	4	67	19	9	±4	3.3	±0.1	
Total Minority	67	±3	2	4	55	26	13	±4	3.5	±0.1	
Black	67	±4	2	7	49	32	10	±5	3.4	±0.1	
Hispanic	67	±7	1	3	53	27	17	±6	3.6	±0.2	
Other Race/Ethnicity	66	±6	2	3	65	18	12	±7	3.4	±0.2	
Enlisted	68	±2	1	4	64	21	10	±3	3.4	±0.1	
E1 – E4	12	±4	3	4	69	12	13	±14	3.3	±0.3	
E5 – E9	87	±3	1	4	63	21	10	±3	3.4	±0.1	
Officers	88	±4	1	3	69	18	9	±6	3.3	±0.1	
USAFR	69	±2	1	4	68	16	11	±4	3.3	±0.1	
White	73	±3	0	4	73	12	10	±5	3.3	±0.1	
Total Minority	61	±3	1	6	57	24	12	±4	3.4	±0.1	
Black	60	±4	1	7	57	25	10	±6	3.3	±0.1	
Hispanic	62	±7	1	7	59	20	13	±8	3.4	±0.2	
Other Race/Ethnicity	59	±6	0	2	55	28	14	±8	3.5	±0.2	
Enlisted	63	±3	0	5	66	16	12	±4	3.4	±0.1	
E1 – E4	16	±4	0	8	67	11	14	±13	3.3	±0.2	
E5 – E9	83	±3	0	5	66	17	12	±4	3.4	±0.1	
Officers	90	±4	1	3	74	15	7	±6	3.2	±0.1	
USCGR	64	±4	1	6	62	19	11	±5	3.3	±0.1	
White	67	±5	1	7	62	20	10	±6	3.3	±0.1	
Total Minority	57	±7	2	5	63	16	15	±8	3.4	±0.2	
Black	60	±16	NR	9	68	20	3	±18	3.2	±0.3	
Hispanic	54	±9	3	2	56	18	21	±11	3.5	±0.2	
Other Race/Ethnicity	60	±12	1	6	71	10	12	±14	3.3	±0.3	
Enlisted	60	±4	1	7	62	18	12	±6	3.3	±0.1	
E1 – E4	28	±7	2	7	63	9	19	±15	3.4	±0.3	
E5 – E9	78	±5	1	6	61	20	11	±7	3.3	±0.2	
Officers	84	±5	1	5	65	21	8	±7	3.3	±0.1	

Note. Percent responding are Reserve component members who answered the question and who spent more than 5 years in military service (Q15).

NR: Not reportable

106. In what state do you currently reside? Constructed item representing U.S. Census divisions.

- | | | |
|-----------------------|--------------------|-----------------------|
| 1. New England | 2. Middle Atlantic | 3. East North Central |
| 4. West North Central | 5. South Atlantic | 6. East South Central |
| 7. West South Central | 8. Mountain | 9. Pacific |
| 10. Territory | | |

	Percent Responding		Percentages										Max ME
			1	2	3	4	5	6	7	8	9	10	
TOTAL DOD	88	±1	4	10	13	11	21	8	10	8	12	2	±2
Enlisted	88	±2	4	11	13	11	20	8	10	8	12	3	±2
E1 – E4	86	±3	3	11	14	12	20	7	9	8	12	3	±3
E5 – E9	89	±2	5	11	13	11	20	9	10	8	11	2	±2
Officers	91	±2	5	8	11	9	27	7	10	9	14	1	±3
O1 – O3	91	±3	4	8	13	10	26	6	10	10	12	1	±5
O4 – O6	91	±2	5	9	9	9	29	6	10	8	14	0	±4
Male	89	±2	4	11	13	11	21	8	9	8	12	2	±2
Female	85	±3	3	7	10	12	25	7	12	8	13	2	±4
White	90	±2	5	11	16	14	19	9	8	10	9	0	±2
Total Minority	85	±2	3	10	7	4	27	7	12	5	18	7	±2
Black	84	±2	3	11	8	3	41	13	11	2	6	1	±3
Hispanic	86	±2	4	11	6	6	17	2	15	8	19	14	±4
AIAN	92	±5	1	6	4	6	20	8	20	15	19	0	±17
Asian	86	±5	4	9	6	3	12	2	6	5	50	2	±4
NHPI	85	±7	0	1	2	1	6	2	3	8	37	40	±16
Two or More Races	85	±7	1	5	11	6	25	9	8	7	28	0	±8
AGR/FTS/AR	88	±2	5	10	10	7	24	9	12	8	13	1	±3
Other Selected Reserve	88	±2	4	11	13	11	21	8	9	8	12	2	±2
Reserve Unit	88	±2	4	11	13	11	21	8	9	8	12	2	±2
Military Technician	88	±3	4	8	13	13	16	9	11	11	13	2	±4
IMA	89	±2	3	5	8	4	41	4	9	11	14	0	±3
Not Activated Past 12 Months	89	±2	4	11	13	10	22	8	9	8	12	2	±2
Activated Past 12 Months	88	±3	5	10	12	13	20	8	10	9	11	2	±3
Not Deployed Past 12 Months	89	±2	4	11	13	11	22	8	10	8	12	2	±2
Deployed Past 12 Months	87	±4	5	9	12	13	19	8	10	10	11	2	±5
ARNG	88	±2	5	10	13	14	19	10	9	9	8	3	±3
White	89	±3	5	10	15	18	16	11	8	11	6	0	±4
Total Minority	85	±3	5	11	9	7	24	7	10	5	13	9	±4
Black	84	±4	5	12	8	3	41	14	10	2	4	2	±6
Hispanic	85	±4	6	11	8	10	13	1	12	6	15	18	±9
Other Race/Ethnicity	84	±8	3	7	11	7	14	7	6	10	27	7	±11
Enlisted	88	±3	5	10	14	15	18	11	9	9	7	3	±3
E1 – E4	85	±4	3	10	15	17	18	8	8	10	8	4	±6
E5 – E9	90	±2	7	11	13	13	18	13	10	8	6	2	±3
Officers	89	±4	5	9	11	13	23	7	9	11	11	1	±6
USAR	88	±2	3	12	12	8	25	7	11	7	12	4	±3
White	90	±4	4	12	17	11	22	7	8	9	9	0	±5
Total Minority	86	±3	1	10	6	3	29	8	14	4	16	8	±3
Black	84	±3	1	11	9	3	41	13	14	1	6	0	±5
Hispanic	88	±3	2	11	4	3	19	3	16	7	16	20	±6
Other Race/Ethnicity	86	±6	1	7	5	3	20	4	10	6	38	6	±9
Enlisted	88	±3	3	12	12	8	24	7	11	7	12	4	±4
E1 – E4	87	±4	3	12	13	7	25	6	9	7	13	5	±6
E5 – E9	88	±3	3	13	11	9	23	8	13	6	11	3	±4
Officers	90	±4	3	8	13	6	31	8	10	7	12	2	±6

Note. Percent responding are Reserve component members who answered the question.

106. Continued	Percent Responding		Percentages										Max ME
			1	2	3	4	5	6	7	8	9	10	
USNR	88	±2	2	8	12	5	28	5	9	7	22	1	±4
White	91	±3	3	8	16	7	26	4	9	10	18	0	±5
Total Minority	84	±3	1	9	6	2	31	6	11	4	28	2	±4
Black	79	±4	0	10	10	2	43	10	10	1	12	0	±6
Hispanic	87	±4	2	10	3	1	25	5	15	5	30	4	±7
Other Race/Ethnicity	88	±4	1	6	4	3	26	4	6	4	46	0	±7
Enlisted	87	±3	1	9	14	5	25	4	9	8	22	1	±4
E1 – E4	86	±5	3	11	18	4	21	1	11	6	25	1	±9
E5 – E9	87	±3	1	9	13	6	27	5	9	8	21	1	±5
Officers	92	±3	5	5	6	3	37	6	10	6	21	0	±6
USMCR	88	±4	2	16	13	5	22	2	12	5	24	0	±5
White	90	±5	2	18	15	6	21	2	12	4	19	0	±7
Total Minority	84	±6	1	13	8	1	24	2	14	5	32	0	±7
Black	91	±5	2	15	7	1	46	4	12	2	12	0	±15
Hispanic	82	±8	0	12	8	1	17	0	15	7	38	1	±10
Other Race/Ethnicity	80	±12	2	11	7	2	15	2	13	5	43	0	±20
Enlisted	87	±4	2	17	13	5	20	2	13	5	24	0	±6
E1 – E4	87	±5	1	18	13	4	19	2	13	4	26	0	±7
E5 – E9	87	±4	3	13	14	6	24	1	13	6	19	0	±7
Officers	91	±3	3	9	6	4	40	3	10	5	20	0	±5
ANG	91	±2	6	11	15	14	13	9	7	10	14	1	±2
White	91	±2	7	12	17	17	12	9	6	9	11	0	±3
Total Minority	89	±2	3	8	7	5	18	9	10	11	23	6	±3
Black	84	±3	4	9	10	6	34	20	8	4	5	0	±5
Hispanic	90	±4	3	10	5	5	12	1	13	21	19	12	±7
Other Race/Ethnicity	92	±3	3	4	6	5	9	8	8	7	47	4	±7
Enlisted	90	±2	6	10	15	14	13	9	7	10	14	1	±3
E1 – E4	87	±4	7	11	15	16	11	10	6	7	15	2	±6
E5 – E9	91	±2	6	10	15	14	14	9	7	11	13	1	±3
Officers	94	±3	7	12	14	15	12	8	8	7	16	1	±5
USAFR	88	±2	4	8	12	6	30	4	13	9	13	0	±3
White	89	±3	5	8	15	8	28	4	12	10	10	0	±4
Total Minority	86	±3	3	9	6	2	34	4	14	7	20	1	±4
Black	83	±4	1	11	7	2	48	8	10	5	8	0	±5
Hispanic	90	±4	5	7	5	2	26	1	24	8	23	0	±7
Other Race/Ethnicity	86	±5	2	6	6	3	20	1	7	11	41	4	±7
Enlisted	87	±2	4	10	12	6	29	5	13	7	13	1	±4
E1 – E4	86	±4	3	9	12	8	27	4	11	9	17	1	±6
E5 – E9	88	±3	5	10	12	6	29	5	14	7	12	1	±4
Officers	91	±4	3	2	11	6	34	3	13	15	13	0	±6
USCGR	90	±3	5	13	9	2	34	5	10	1	19	2	±5
White	91	±3	7	12	11	2	36	5	9	1	17	0	±5
Total Minority	88	±5	1	13	5	0	27	7	14	0	25	6	±7
Black	91	±8	NR	25	12	NR	15	17	19	NR	12	NR	±23
Hispanic	85	±7	1	12	4	0	29	4	17	0	26	6	±9
Other Race/Ethnicity	89	±8	2	9	3	0	31	6	8	0	32	10	±14
Enlisted	90	±3	5	13	9	2	32	6	11	1	19	2	±5
E1 – E4	90	±5	5	17	14	0	28	7	10	0	19	1	±8
E5 – E9	91	±4	5	11	7	3	34	5	12	2	19	2	±7
Officers	90	±5	8	8	9	1	41	4	6	1	21	0	±7

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

107. What is your religion, if any?

1. Christian (e.g., Protestant, Catholic, Orthodox, Mormon/Church of Jesus Christ of Latter Day Saints)
2. Jewish/Judaism (e.g., Reform, Orthodox, Conservative)
3. Muslim/Islam (e.g., Sunni, Shia)
4. Pagan, Neo-Pagan, and Earth Based Wicca
5. Traditionally Eastern (e.g., Hindu, Buddhist)
6. No religious preference
7. Other religious belief
8. I am not religious

	Percent Responding		Percentages								Max ME
			1	2	3	4	5	6	7	8	
TOTAL DOD	87	±2	74	1	0	0	1	9	4	10	±2
Enlisted	87	±2	73	0	0	1	1	10	5	11	±2
E1 – E4	86	±3	70	1	0	1	1	10	5	13	±4
E5 – E9	88	±2	75	0	0	1	1	10	4	9	±2
Officers	90	±2	81	1	0	0	1	7	2	8	±3
O1 – O3	90	±3	78	1	1	0	1	9	3	8	±5
O4 – O6	90	±3	84	1	0	0	1	5	1	7	±3
Male	88	±2	74	1	0	0	1	10	4	10	±2
Female	84	±3	76	0	0	1	0	9	5	8	±4
White	89	±2	74	1	0	1	0	10	3	11	±3
Total Minority	85	±2	74	0	1	0	1	9	6	8	±2
Black	83	±2	74	0	1	0	0	10	10	5	±3
Hispanic	86	±2	78	0	0	0	0	9	2	10	±3
AIAN	89	±7	66	0	0	1	0	13	9	12	±12
Asian	85	±5	62	0	2	0	10	11	4	11	±4
NHPI	85	±7	90	0	0	0	0	4	2	3	±7
Two or More Races	84	±7	65	0	0	3	1	9	8	13	±9
AGR/FTS/AR	88	±2	78	0	0	1	1	9	4	8	±3
Other Selected Reserve	87	±2	74	1	0	0	1	10	4	10	±2
Reserve Unit	87	±2	74	1	0	0	1	10	4	10	±2
Military Technician	87	±3	75	0	0	1	1	10	5	9	±4
IMA	89	±2	81	1	0	0	1	6	2	8	±2
Not Activated Past 12 Months	88	±2	74	1	0	1	1	10	4	10	±2
Activated Past 12 Months	87	±3	75	0	0	0	1	9	4	10	±4
Not Deployed Past 12 Months	88	±2	74	1	0	1	1	9	4	10	±2
Deployed Past 12 Months	86	±4	74	0	0	0	1	10	4	10	±5
ARNG	87	±3	73	0	0	0	0	10	5	10	±3
White	88	±3	74	0	0	0	0	10	4	11	±5
Total Minority	84	±3	73	0	1	1	1	10	7	8	±4
Black	84	±4	72	0	1	0	0	9	11	6	±5
Hispanic	85	±4	79	0	0	0	1	9	2	9	±6
Other Race/Ethnicity	84	±8	60	0	1	3	5	11	11	10	±10
Enlisted	87	±3	72	0	0	1	0	10	6	10	±4
E1 – E4	85	±4	70	1	0	1	0	10	6	12	±7
E5 – E9	88	±3	75	0	0	1	0	10	5	9	±4
Officers	88	±4	81	0	0	0	1	8	3	8	±6
USAR	87	±2	72	1	1	0	1	11	4	10	±4
White	89	±4	70	1	1	1	0	12	3	12	±6
Total Minority	85	±3	74	0	0	0	1	10	6	8	±3
Black	84	±4	73	0	1	0	0	10	11	4	±5
Hispanic	87	±3	77	0	0	0	0	11	2	10	±6
Other Race/Ethnicity	85	±6	72	0	0	1	5	8	2	11	±8
Enlisted	87	±3	70	0	1	1	1	12	5	11	±4
E1 – E4	87	±4	67	1	1	1	0	12	4	14	±7
E5 – E9	88	±3	73	0	0	0	1	12	6	8	±4
Officers	88	±4	81	2	1	0	1	6	3	6	±6

Note. Percent responding are Reserve component members who answered the question.

107. Continued	Percent Responding		Percentages								Max ME
			1	2	3	4	5	6	7	8	
USNR	87	±3	76	1	0	1	1	9	3	9	±4
White	90	±4	77	1	0	1	1	8	2	9	±5
Total Minority	82	±3	75	0	1	1	2	10	4	8	±4
Black	78	±4	75	1	1	0	0	10	8	6	±5
Hispanic	85	±5	81	0	0	0	0	8	1	10	±6
Other Race/Ethnicity	85	±6	66	0	1	3	5	12	3	10	±13
Enlisted	85	±3	75	1	0	1	2	10	3	9	±4
E1 – E4	85	±5	75	2	0	0	3	7	3	10	±8
E5 – E9	86	±4	75	0	0	1	1	11	3	9	±5
Officers	92	±3	81	1	0	0	1	5	2	10	±5
USMCR	87	±4	73	1	1	1	1	5	3	16	±5
White	90	±5	74	1	1	1	0	5	3	15	±7
Total Minority	84	±6	70	0	1	0	1	6	4	17	±7
Black	91	±5	77	0	2	0	0	10	7	3	±19
Hispanic	82	±8	72	0	0	0	1	4	2	20	±11
Other Race/Ethnicity	80	±12	54	0	1	0	5	7	4	28	±15
Enlisted	87	±4	72	1	1	1	1	5	3	17	±6
E1 – E4	87	±5	69	0	1	1	1	5	4	20	±8
E5 – E9	87	±4	79	3	0	0	1	5	2	10	±7
Officers	91	±3	82	1	0	0	1	4	2	9	±4
ANG	90	±2	78	0	0	0	0	9	3	9	±3
White	90	±2	78	0	0	0	0	9	2	10	±3
Total Minority	88	±2	76	0	0	0	1	9	5	9	±4
Black	84	±3	80	1	1	0	0	7	7	5	±4
Hispanic	89	±4	80	0	0	0	0	8	1	10	±7
Other Race/Ethnicity	92	±3	68	0	0	0	3	11	7	11	±7
Enlisted	90	±2	77	0	0	0	1	9	3	10	±3
E1 – E4	87	±4	73	0	0	0	1	9	3	14	±6
E5 – E9	91	±2	78	0	0	1	0	9	3	8	±3
Officers	92	±3	83	1	0	0	0	8	1	7	±5
USAFR	87	±2	78	1	0	0	2	8	2	8	±3
White	89	±3	78	1	0	1	1	8	2	9	±4
Total Minority	85	±3	79	0	1	0	2	8	4	6	±4
Black	83	±4	79	0	0	0	0	10	6	4	±5
Hispanic	88	±4	83	0	1	0	1	7	1	6	±6
Other Race/Ethnicity	86	±5	75	0	0	1	5	6	4	8	±7
Enlisted	86	±3	78	1	0	0	2	9	3	8	±3
E1 – E4	85	±4	74	1	1	1	2	8	4	11	±6
E5 – E9	87	±3	79	0	0	0	2	9	3	7	±4
Officers	91	±4	82	1	0	0	1	7	1	7	±6
USCGR	88	±3	75	1	0	0	1	7	2	13	±4
White	89	±4	79	1	0	0	0	6	2	12	±5
Total Minority	86	±5	67	1	0	1	3	8	3	16	±7
Black	91	±8	67	NR	3	NR	NR	8	11	11	±21
Hispanic	85	±7	72	0	0	0	3	5	2	18	±10
Other Race/Ethnicity	86	±10	60	2	0	2	4	14	0	18	±14
Enlisted	88	±4	76	1	0	0	1	6	2	14	±5
E1 – E4	88	±6	73	1	0	0	2	6	2	16	±8
E5 – E9	89	±4	77	1	0	0	1	6	2	13	±6
Officers	88	±5	74	2	0	1	0	10	2	10	±6

Note. Percent responding are Reserve component members who answered the question.

NR: Not reportable

Survey Instrument



Human Resources Strategic Assessment Program (HRSAP)

Information and Technology for Better Decision Making

- You have reached the redirect page for Department of Defense Human Resources Strategic Assessment Program (HRSAP) surveys. You will be redirected to our contractor's web site (a secure .com site run by Data Recognition Corporation) to participate in the survey.
- Please enter your Ticket Number below, then click the Continue button to access your survey.

- If you are not automatically transferred, click on the link below:

<http://www.dodsurvey.net/>

Certification

Authorities: [10 USC 1782](#)

Sponsor: [Office of the Under Secretary of Defense for Personnel and Readiness](#)

Report Control Number: DD-P&R(AR) 2145

Contract: M67004-04-D-0018

Survey Results: <http://www.dmdc.osd.mil/surveys>

Human Relations Surveys

2011 Workplace and Equal Opportunity Survey of Reserve Component Members

Welcome

[Security Protection Advisory](#)

[RCS#DD-P&R\(QD\)1946](#)
[Exp. 03/31/2014](#)

You have been selected to take a survey on your attitudes and opinions about your workplace and experiences over the past year. When you click the *Continue* button below, you will be asked to:

- Create a Personal Identification Number (PIN)
- Read the Privacy Act and Informed Consent Statement
- Review your postal and e-mail address
- Take the survey

Thank you for your time and participation.

[Frequently Asked Questions / How to Contact Us](#)

PRIVACY ACT STATEMENT & INFORMED CONSENT INFORMATION

In accordance with the Privacy Act, this notice informs you of the purpose of the survey and how the findings of these surveys will be used. It also provides information about the Privacy Act and about informed consent. Please read it carefully.

AUTHORITY: 10 United States Code Sections 136, 481, 1782, and 2358. NDAA-FY2003. 14 USC 1.

PRINCIPAL PURPOSE: Information collected in this survey will be used to research attitudes and perceptions about racial and ethnic issues including harassment and discrimination and identify areas where improvements are needed. This information will assist in the formulation of policies which may be needed to improve the working environment. Reports will be provided to the Department of Defense (DoD), Department of Homeland Security (DHS), each Military Department, and the Joint Chiefs of Staff. Findings will be used in reports and testimony provided to Congress. Some findings may be published by the Defense Manpower Data Center (DMDC) or in professional journals, or presented at conferences, symposia, and scientific meetings. Data could be used in future research. Datasets without any identifying information may be analyzed by researchers outside of DMDC. Briefings and reports on results from these surveys will be posted on the Web: <http://www.dmdc.osd.mil/surveys/>

ROUTINE USES: None.

DISCLOSURE: Providing information on this survey is voluntary. Most people can complete the survey in 16-30 minutes. There is no penalty or loss of benefits to which you are entitled if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey responses will be treated as confidential. Identifying information will be used only by government and contractor staff engaged in, and for purposes of, the survey research. For example, the research oversight office of the Office of the Under Secretary of Defense (Personnel and Readiness) and representatives of the U.S. Army Medical Research and Materiel Command are eligible to review research records as a part of their responsibility to protect human subjects in research. This survey is being conducted for research purposes. In no case will individual identifiable survey responses be reported. If you answer any items and indicate distress or being upset, etc., you will not be contacted for follow-up purposes. However, if you indicate a direct threat to harm yourself or others within responses or communications about the survey, because of concern for your welfare, DMDC will notify an office in your area for appropriate action.

SURVEY ELIGIBILITY AND POTENTIAL BENEFITS: DMDC uses well-established, scientific procedures to randomly select a sample that represents the Defense community based on combinations of demographic characteristics (for example, location, race). This is your chance to be heard on issues that directly affect you, including activation/deployment experience, retention, and reunion and reintegration support. While there is no direct benefit for your individual participation, your responses on this survey **make a difference**. Individuals who are minors as per their state law are not eligible to participate in the survey.

STATEMENT OF RISK: The data collection procedures are not expected to involve any risk or discomfort to you. The only risk to you is accidental or unintentional disclosure of the data you provide. However, the government and its contractors have a number of policies and procedures to ensure that survey data are safe and protected. For example, no identifying information (name, address, Social Security Number) is ever stored in the same file as survey responses. Survey data may be shared with organizations doing research on DoD personnel but only after minimizing detailed demographic data (for example, paygrade and detailed location information) that could possibly be used to identify an individual. A confidentiality analysis is performed to reduce the risk of there being a combination of demographic variables that can single out an individual. Government and contractor staff members have been trained to protect client identity and are subject to civil penalties for violating your confidentiality.

If you experience any difficulties taking the survey, please contact the Survey Processing Center by sending an e-mail to WEOSurvey@osd.pentagon.mil or call, toll-free, 1-800-881-5307. If you have concerns about your rights as a research participant, please contact: U.S. Army Medical Research and Materiel Command Office of Research Protections Institutional Review Board Office (HQ USAMRMC IRB), irboffice@amedd.army.mil, 301-619-6240.

Once you start answering the survey, if you desire to withdraw your answers, please notify the Survey Processing Center prior to March 13, 2012. Please include in the e-mail or phone message your name, Ticket Number, and the PIN that you selected when you started this survey. Unless withdrawn, partially completed survey data may be used after that date.

Click *Continue* if you agree to do the survey.

HOW TO CONTACT US

If you have questions or concerns about this survey, you have three ways to contact the Survey Operations Center:

- **Call:** 1-800-881-5307
- **E-mail:** WEOSurvey@osd.pentagon.mil
- **Fax:** 1-763-268-3002

FREQUENTLY ASKED QUESTIONS

What is Defense Manpower Data Center (DMDC)?

- DMDC maintains the largest archive of personnel, manpower, training, and financial data in Department of Defense (DoD). DMDC also conducts Joint-Service surveys including the Status of Forces Surveys, QuickCompass, and Human Relations Surveys for the Department of Defense. To learn more, visit the DMDC Web site.

<http://www.dmdc.osd.mil/>

What is the Human Relations Survey Program?

- Human Relations Survey Program is a DoD personnel program that features Web-based surveys sponsored by the Under Secretary of Defense for Personnel and Readiness [USD(P&R)].
- These surveys enable the DoD to regularly assess the attitudes and opinions of the DoD community - active duty and Reserve component members, and DoD civilian employees - on the full range of personnel issues.

How do I know this is an official, approved DoD survey?

- In accordance with DoD Instruction 8910.01, all data collection in the Department must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for this survey is RCS# P&R(QD)1946, expiring 03/31/2014.

How did you pick me?

- DMDC uses well-established, scientific procedures to randomly select a sample that represents the Defense community based on combinations of demographic characteristics (e.g., location, race).

Why should I participate?

- This is your chance to be heard on issues that directly affect you, including satisfaction with aspects of military life, satisfaction with your workplace environment and the prevalence of racial/ethnic harassment/discrimination.
- Your responses on this survey ***make a difference***.

How do I participate?

- The survey will be available at this Web site around December 19, 2011. Currently you may (1) read the Privacy Act Statement, (2) verify contact information, and (3) provide e-mail address(es) so we can notify you when the survey opens.

What is WEOSurvey@osd.pentagon.mil?

- The official e-mail address for communicating about Human Relations Survey surveys. "WEOSurvey" is short for Workplace and Equal Opportunity Survey.

Why am I being asked to use the Web?

- Web administration enables us to get survey results to senior Defense leaders faster.

Why are you using a .net instead of a .mil domain to field your survey?

- The survey is administered by our contractor, Data Recognition Corporation, an experienced survey operations company. The survey collection tool starts on a .mil site within DMDC. Once you enter your ticket number you are redirected to a contractor site which uses a .net domain. This allows everyone to access the survey, even from a non-government computer.

Do I have to answer all questions?

- No, it is not necessary to answer every question. Within the survey screen, you have four control buttons: *Next Page (->)*, *Previous Page (<-)*, *Clear Responses* and *Save and Return Later*. Use these buttons to navigate through the survey or skip questions. Use the *Save and Return Later* button to give yourself flexibility to complete the survey at a convenient time. When you return to the survey Web site, enter your Ticket Number to get to the place in the survey where you had stopped.

Why does the survey ask personal questions?

- DMDC reports overall results, as well as by other characteristics, such as location, gender, etc. To complete these analyses, we must ask respondents for these types of demographic information.
- Analyzing results in this way provides Defense leaders information about the attitudes and concerns of all subgroups of personnel so that no groups are overlooked.
- Sometimes sensitive questions are asked in order to improve personnel policies, programs, and practices. As with all questions on the surveys, your responses will be held in confidence.

Will my answers be kept private?

- Your privacy will be safeguarded in accordance with the Privacy Act of 1974 (Public Law 93-579).
- All data will be reported in the aggregate and no individual data will be reported.
- We encourage you to safeguard your Ticket Number to prevent unauthorized access to your survey. In addition, to ensure your privacy, be aware of the environment in which you take the survey (e.g., take the survey when no one else is home, take care to not leave the survey unattended).

Can I withdraw my answers once I have started the survey?

- If you wish to withdraw your answers, please notify the Survey Processing Center prior to March 13, 2012 by sending an e-mail to WEOSurvey@osd.pentagon.mil or calling, toll-free 1-800-881-5307. Include your name, Ticket Number and PIN.

Will I ever see the results of the survey?

- DMDC posts survey results on the following Web site:

<http://www.dmdc.osd.mil/surveys/>

YOUR BACKGROUND

1. Were you a member of a Reserve component on December 27, 2011?

- ☒ Yes
- ☒ No, I separated or retired on or before December 27, 2011

2. Are you...?

- ☒ Male
- ☒ Female

3. What is your current paygrade? *Mark one.*

- | | | | |
|---|---|---|--|
| <input checked="" type="checkbox"/> E-1 | <input checked="" type="checkbox"/> E-6 | <input checked="" type="checkbox"/> W-1 | <input checked="" type="checkbox"/> O-1/O-1E |
| <input checked="" type="checkbox"/> E-2 | <input checked="" type="checkbox"/> E-7 | <input checked="" type="checkbox"/> W-2 | <input checked="" type="checkbox"/> O-2/O-2E |
| <input checked="" type="checkbox"/> E-3 | <input checked="" type="checkbox"/> E-8 | <input checked="" type="checkbox"/> W-3 | <input checked="" type="checkbox"/> O-3/O-3E |
| <input checked="" type="checkbox"/> E-4 | <input checked="" type="checkbox"/> E-9 | <input checked="" type="checkbox"/> W-4 | <input checked="" type="checkbox"/> O-4 |
| <input checked="" type="checkbox"/> E-5 | | <input checked="" type="checkbox"/> W-5 | <input checked="" type="checkbox"/> O-5 |
| | | | <input checked="" type="checkbox"/> O-6 or above |

4. Are you Spanish/Hispanic/Latino?

- ☒ No, not Spanish/Hispanic/Latino
- ☒ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

5. What is your race? *Mark one or more races to indicate what race you consider yourself to be.*

- ☒ White
- ☒ Black or African American
- ☒ American Indian or Alaska Native
- ☒ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☒ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

6. What is the highest degree or level of school that you have completed? *Mark the one answer that describes the highest grade or degree that you have completed.*

- ☒ 12 years or less of school (no diploma)
- ☒ High school graduate—traditional diploma
- ☒ High school graduate—alternative diploma (home school, GED, etc.)
- ☒ Some college credit, but less than 1 year
- ☒ 1 or more years of college, no degree
- ☒ Associate's degree (for example, AA, AS)
- ☒ Bachelor's degree (for example, BA, AB, BS)
- ☒ Master's, doctoral, or professional school degree (for example, MA, MS, MEd, MEng, MBA, MSW, PhD, MD, JD, DVM, EdD)

7. What is your marital status?

- ☒ Married
- ☒ Separated
- ☒ Divorced
- ☒ Widowed
- ☒ Never Married

8. [Ask if Q7 = "Divorced" or "Widowed" or "Never Married"] Do you have a significant other (that is, a girlfriend or boyfriend)?

- ☒ Yes
- ☒ No

9. [Ask if Q7 = "Married" or "Separated" or Q8 = "Yes"] Is your spouse/significant other Spanish/Hispanic/Latino?

- ☒ No, not Spanish/Hispanic/Latino
- ☒ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

10. [Ask if Q7 = "Married" or "Separated" or Q8 = "Yes"] What race is your spouse/significant other? *Mark one or more races to indicate what you consider your spouse/significant other to be.*

- ☒ White
- ☒ Black or African American
- ☒ American Indian or Alaska Native
- ☒ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☒ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

The definition of “**child, children, or other legal dependents**” includes anyone in your family, except your spouse, who has, or is eligible to have, a Uniformed Services identification card (military ID card) or is eligible for military health care benefits and is enrolled in the Defense Enrollment Eligibility Reporting System (DEERS).

11. Do you have a child, children, or other legal dependents based on the definition above?

☒ Yes

☒ No

12. Have you served on active duty, not as a member of the National Guard/Reserve, for a cumulative 24 months or more?

☒ Yes

☒ No

SATISFACTION AND RETENTION INTENTION

13. [Ask if Q7 = "Married" or "Separated" or Q8 = "Yes"] In your opinion, how does your spouse/significant other view your participation in the National Guard/Reserve?

☒ Very favorably

☒ Somewhat favorably

☒ Neither favorably nor unfavorably

☒ Somewhat unfavorably

☒ Very unfavorably

14. In your opinion, how does your family view your participation in the National Guard/Reserve?

☒ Very favorably

☒ Somewhat favorably

☒ Neither favorably nor unfavorably

☒ Somewhat unfavorably

☒ Very unfavorably

15. How many years have you spent in military service? Do not count partial years. To indicate less than 1 year, enter "0". To indicate 35 years or more, enter "35". Include in military service years:

- Time spent as an active duty Service member
- Time spent as a National Guard/Reserve component member, to include:
 - Time spent as a Drilling unit Reservist/Traditional Guardsman
 - Time spent mobilized/activated on active duty
 - Time spent in a full-time, active duty program
 - Time spent in the Individual Ready Reserve (IRR)
 - Time spent as an Individual Mobilization Augmentee (IMA)

Years

16. Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?

☒ Very likely

☒ Likely

☒ Neither likely nor unlikely

☒ Unlikely

☒ Very unlikely

17. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Mark one answer for each item.

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Your total compensation (i.e., base pay, allowances, and bonuses).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. The type of work you do in your military job.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Your opportunities for promotion in your unit	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. The quality of your coworkers in your unit	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. The quality of your supervisor in your unit.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

18. Overall, how satisfied are you with the military way of life?

- ☒ Very satisfied
- ☒ Satisfied
- ☒ Neither satisfied nor dissatisfied
- ☒ Dissatisfied
- ☒ Very dissatisfied

19. Suppose a youth came to you for advice. How likely is it that you would recommend... Mark one answer for each item.

	Very unlikely	Unlikely	Neither likely nor unlikely	Likely	Very likely
a. Joining a military Service, such as the Army, Navy, Marine Corps, Air Force, or Coast Guard?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Joining a Reserve component of the military, such as the Army National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air National Guard, Air Force Reserve, or Coast Guard Reserve?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Becoming a federal civil servant?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

TEMPO

20. In the past 12 months, how many days (full days, not drill periods) did you spend in a compensated (pay or points) National Guard/Reserve status? To indicate none, enter "0".

Days

21. In the past 12 months, how many nights did you spend away from your home because of your military duties? Do not include nights spent away from home before out-of-town drills. To indicate none, enter "0".

Nights

22. In the past 12 months, have you spent more or less time away from your home than you expected when you first entered the National Guard/Reserve?

- ☒ Much more than expected
- ☒ More than expected
- ☒ Neither more nor less than expected
- ☒ Less than expected
- ☒ Much less than expected

23. What impact has time away (of lack thereof) from your home in the past 12 months had on your military career intentions?

- ☒ Greatly increased your desire to stay
- ☒ Increased your desire to stay
- ☒ Neither increased nor decreased your desire to stay
- ☒ Decreased your desire to stay
- ☒ Greatly decreased your desire to stay

ACTIVATION/DEPLOYMENT STATUS

Please read the following definitions carefully. When you see any form of the terms "**activation**" or "**deployment**" later in this survey, you can click on the words to recall these definitions.

In this survey, the term "**activation**" refers to the involuntary or voluntary call to active duty in support of a contingency of a National Guard/Reserve component member under the provision of 10 USC 12301(a) (Full Mobilization), 10 USC 12301(d) (Voluntary Active Duty), 10 USC 12302 (Partial Mobilization), or 10 USC 12304 (Presidential Callup). **It does NOT apply to members on full-time active duty (AGR/FTS/AR), members serving on full-time National Guard Duty, or members serving on State Active Duty.**

In this survey, the term "**deployment**" refers to the movement of a member (or unit), for duty purposes, to a location that would be considered outside normal commuting distance or time from the member's permanent duty station (i.e., the location where the member normally performs Inactive Duty Training [IDT] drills). Deployments can be to a location within the contiguous 48 states (CONUS) or to a location outside the contiguous 48 states (OCONUS).

24. Have you been activated in the past 12 months? This includes activations that started more than 12 months ago and continued into the past 12 months. If you have been an AGR/FTS/AR for the past 12 months, select "No".

- ☒ Yes
- ☒ No

25. [Ask if Q24 = "Yes"] Was at least one of your activations in the past 12 months longer than 30 consecutive days?

☒ Yes
☒ No

26. [Ask if Q24 = "Yes" AND Q25 = "Yes"] In the past 12 months, has (have) your activation(s) of more than 30 consecutive days been voluntary, involuntary, or both?

☒ Voluntary
☒ Involuntary
☒ Both

27. [Ask if Q24 = "Yes"] Are you currently activated?

☒ Yes
☒ No

28. [Ask if Q24 = "Yes" AND Q25 = "Yes"] Did any of your activations of more than 30 consecutive days in the past 12 months result in deployment?

☒ Yes
☒ No

29. [Ask if Q24 = "Yes" AND Q25 = "Yes" AND Q28 = "Yes"] In the past 12 months, after processing in the mobilization station, were you deployed within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?

☒ CONUS
☒ OCONUS
☒ Both

30. [Ask if Q24 = "Yes" AND Q25 = "Yes" AND Q27 = "Yes" AND Q28 = "Yes"] Are you currently deployed?

☒ Yes
☒ No

31. [Ask if Q24 = "Yes" AND Q25 = "Yes" AND Q27 = "Yes" AND Q28 = "Yes"] In the past 12 months, have you been deployed for any of the following operations/contingencies? *Mark one answer for each item.*

	Yes	No
a. Operation Noble Eagle (airport security).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
b. Operation Enduring Freedom (Afghanistan).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Operation Iraqi Freedom/New Dawn.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Other.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

[Ask if Q31 d = "Yes"] Please specify the other operation for which you were deployed in the past 12 months.

32. [Ask if Q24 = "Yes" AND Q25 = "Yes" AND Q27 = "Yes" AND Q28 = "Yes"] In the past 12 months, how many times have you been deployed?

33. [Ask if Any Q31 a - d = "Yes"] In the past 12 months, have you been deployed to a combat zone or an area where you drew imminent danger pay or hostile fire pay?

☒ Yes
☒ No

EMPLOYMENT/STUDENT STATUS

If you are currently activated, report whether you were a military technician in the week prior to your current activation.

34. [Ask if RSV_SCAT not G or B [Not AGR or IMA] AND (RORG_CD = "Army National Guard" OR RORG_CD = "US Army Reserve" OR RORG_CD = "Air National Guard" OR RORG_CD = "US Air Force Reserve")] Are you a military technician?

☒ Yes, I am currently a military technician
☒ Yes, in the week before my current activation I was a military technician
☒ No

If you are currently activated, report your employment status in the week prior to your current activation.

35. [Ask if RSV_SCAT = not G [Not AGR]] Do you have a civilian job?

☒ Yes, I currently have a civilian job
☒ Yes, in the week before my current activation I had a civilian job
☒ No

If you are currently activated, report your student status in the week prior to your current activation.

36. [Ask if RSV_SCAT = not G [Not AGR]] Are you a student?

- ☒ Yes, I am currently a student.
- ☒ Yes, in the week before my current activation I was a student
- ☒ No

YOUR MILITARY WORKPLACE

37. How long have you been in your present military unit? To indicate less than one year, enter "0".

Years

38. Is your immediate supervisor...?

- ☒ Male military
- ☒ Male civilian
- ☒ Female military
- ☒ Female civilian

39. What race/ethnicity is your immediate supervisor in your current military work group? Mark one or more to describe his/her race/ethnicity.

- ☒ White
- ☒ Black or African American
- ☒ American Indian or Alaska Native
- ☒ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☒ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)
- ☒ Spanish/Hispanic/Latino (for example, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino)
- ☒ Don't know

40. How much do you agree or disagree with the following statements about your immediate supervisor at your military job? Mark one answer for each statement.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. You trust your supervisor.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
b. Your supervisor ensures that all assigned personnel are treated fairly.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. There is very little conflict between your supervisor and the people who report to him/her.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Your supervisor evaluates your work performance fairly.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Your supervisor assigns work fairly in your work group.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. You are satisfied with the direction/supervision you receive.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

41. To what extent does your immediate supervisor at your military job... Mark one answer for each statement.

	Don't know	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Use the full range of subordinates' military skills to achieve mission objectives?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Use subordinates' mission related, non-military skills to achieve mission objectives?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Welcome subordinates' input on how to best accomplish mission objectives?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Very large extent	Large extent	Moderate extent	Small extent	Not at all	Don't know
d. Encourage subordinates to develop/maintain non-English language skills?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Assign tasks so subordinates can learn new skills?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

42. How much do you agree or disagree with the following statements about the people you work with at your military workplace? *Mark one answer for each statement.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. There is very little conflict among your coworkers.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Your coworkers put in the effort required for their jobs.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. The people in your work group tend to get along.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. The people in your work group are willing to help each other.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. You are satisfied with the relationships you have with your coworkers.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. You put more effort into your job than your coworkers do.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

43. How much do you agree or disagree with the following statements about the work you do at your military workplace? *Mark one answer for each item.*

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Your work provides you with a sense of pride.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Your work makes good use of your skills.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. You like the kind of work you do.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Your job gives you the chance to acquire valuable skills.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. You are satisfied with your job as a whole.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

44. In your present military unit, to what extent are you... *Mark one answer for each statement.*

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Allowed to draw upon your non-military experiences/skills?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Encouraged to provide input on how to best accomplish mission objectives?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Encouraged to develop/maintain non-English language skills?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Assigned tasks so you can learn new skills?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

45. Overall, how well prepared... *Mark one answer for each item.*

	Very well prepared	Well prepared	Neither well nor poorly prepared	Poorly prepared	Very poorly prepared
a. Are you to perform your wartime job?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Very poorly prepared	Poorly prepared	Neither well nor poorly prepared	Well prepared	Very well prepared
b. Is your military unit to perform its wartime mission?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

46. How would you rate... *Mark one answer for each item.*

	Very low	Low	Moderate	High	Very high
a. Your current level of morale?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. The current level of morale in your military unit?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

47. How much do you agree or disagree with the following statements about your National Guard/Reserve unit? *Mark one answer for each item.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Members in your unit really care about each other.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Members in your unit work well together as a team.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Members in your unit pull together to get the job done.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Members in your unit trust each other.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

48. How often during the past 12 months have you had experiences where military coworkers or military supervisors... *Mark one answer for each item.*

	Very often	Often	Sometimes	Once or twice	Never
a. Did not provide you with information or assistance when needed?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Were excessively harsh in their criticism of your work performance?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Took credit for your work or ideas?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Gossiped/talked about you?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Used insults, sarcasm, or gestures to humiliate you?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Yelled when they were angry with you?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

49. In your opinion, have you had a formal and/or informal mentor who advised you on your military career?

- ☒ Yes, I have had at least one mentor
- ☒ No, I have not had a mentor

50. [Ask if Q49 = "Yes"] Did you have a mentor advise you on the long-term promotion implications of your initial career path decisions?

- ☒ Yes
- ☒ No

51. [Ask if Q49 = "Yes"] Did you have a mentor who... *Mark one answer for each item.*

	Yes	No
a. Advised you on opportunities available in the Reserve	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Explained how the Reserve differs from active duty (e.g., geographic distribution of billets, knowledge of the force structure, and promotion systems).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

52. [Ask if Q49 = "Yes"] What race/ethnicity is your most effective military mentor? *Mark one or more to describe his/her race/ethnicity.*

- ☒ White
- ☒ Black or African American
- ☒ American Indian or Alaska Native
- ☒ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☒ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)
- ☒ Spanish/Hispanic/Latino (for example, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino)
- ☒ Don't know

53. [Ask if Q49 = "Yes"] Was your most effective military mentor...?

- ☒ Male
- ☒ Female

LANGUAGE TRAINING

54. Are you proficient in a language other than English?

- ☒ Yes
- ☒ No

55. Have you received military-sponsored foreign language training during your military career?

- ☒ Yes
- ☒ No

56. [Ask if Q55 = "Yes"] Have you received military-sponsored refresher foreign language training?

- ☒ Yes
- ☒ No

57. [Ask if Q55 = "Yes"] Did your military-sponsored foreign language training enhance your military job effectiveness?

- ☒ Yes
- ☒ No

STRESS, HEALTH, AND WELL-BEING

58. In the past month, how often have you... *Mark one answer for each item.*

	Very often	Fairly often	Sometimes	Almost never	Never
a. Been upset because of something that happened unexpectedly?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Felt that you were unable to control the important things in your life?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Felt nervous and stressed?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Felt confident about your ability to handle your personal problems?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Felt that things were going your way?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Found that you could not cope with all of the things you had to do?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Been able to control irritations in your life?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Felt that you were on top of things?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Been angered because of things that were outside of your control?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Felt difficulties were piling up so high that you could not overcome them?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

59. Over the past 30 days, have you been bothered by the following problems? *Mark one answer for each item.*

	Nearly every day	More than half the days	Several days	Not at all
a. Little interest or pleasure in doing things.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Feeling down, depressed, or hopeless.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Trouble falling or staying asleep, or sleeping too much	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Feeling tired or having little energy	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Poor appetite or overeating.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Nearly every day			
	More than half the days			
	Several days			
	Not at all			
f. Feeling bad about yourself – or that you are a failure or have let yourself or your family down	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Trouble concentrating on things, such as reading the newspaper or watching television.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Moving or speaking so slowly that other people could have noticed. Or the opposite – being so fidgety or restless that you have been moving around a lot more than usual	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

60. How many times in the past 30 days have you...
Mark one answer for each item.

	All or most of the time			
	A good bit of the time			
	Some of the time			
	Little or none of the time			
a. Worked below your normal level of performance	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Left work early because you did not want to be there anymore	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Been late for work by 30 minutes or more (excluding unplanned or unpreventable circumstances including traffic/ transportation delays)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

WORKPLACE EXPERIENCES

61. How frequently during the past 12 months have you been in circumstances where you thought

- **Military Personnel** (Active Duty or National Guard/Reserve)
 - on- or off-duty
 - on- or off-installation; and/or
- **DoD/DHS Civilian Employees and/or Contractors**
 - In your military workplace or on your installation/ship... Mark one answer for each item.

	Often			
	Sometimes			
	Once or twice			
	Never			
a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Were condescending to you because of your race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Displayed tattoos or wore distinctive clothes which were racist?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Did not include you in social activities because of your race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Made offensive remarks about your accent or language skills?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. Vandalized your property because of your race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Never	Once or twice	Sometimes	Often
m. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n. Physically threatened or intimidated you because of your race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
o. Assaulted you physically because of your race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
p. Other race/ethnic-related experiences?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

[Ask if Q61 p > "Never"] Please specify the other race/ethnic-related experiences.

62. [Ask if Any Q61 a - p > "Never"] Do you consider ANY of the behaviors which you marked as happening to you in the previous question to have been racial/ethnic harassment?

- ☒ None
☒ Some
☒ All

63. [Ask if Any Q61 a - p > "Never"] Do you think that DoD and your Reserve component have a responsibility to prevent the behaviors which you marked as happening to you? **Mark one.**

- ☒ No
☒ Yes, some of it
☒ Yes, all of it

64. During the past 12 months, did any of the following happen to you? **Mark one answer for each statement.**

	No, or does not apply	Yes, but my race/ethnicity was NOT a factor	Yes, and my race/ethnicity was a factor
a. You were rated lower than you deserved on your last military evaluation.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Your last military evaluation contained unjustified negative comments.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	No, or does not apply	Yes, but my race/ethnicity was NOT a factor	Yes, and my race/ethnicity was a factor
c. You were held to a higher performance standard than others in your military job.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. You did not get a military award or decoration given to others in similar circumstances.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Your current military assignment has not made use of your job skills.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. You were not able to attend a major school needed for your military specialty.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. You did not get to go to short (1- to 3-day) courses that would provide you with needed skills for your military job.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. You received lower grades than you deserved in your military training.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. You did not get a military job assignment that you wanted because of scores that you got on tests.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Your current military assignment is not good for your career if you continue in the military.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. You did not receive day-to-day, short-term tasks that would help you prepare for military advancement.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. You did not have a professional relationship with someone who advised (mentored) you on military career development or advancement.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. You did not learn until it was too late of opportunities that would help your military career.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n. You were unable to get straight answers about your military promotion possibilities.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
o. You were taken to nonjudicial punishment or court martial when you should not have been.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
p. You were punished at your military job for something that others did without being punished.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
q. You were excluded by your military peers from social activities important to military career development and being kept informed.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
r. You got poorer military services (for example, at commissaries, exchanges, clubs, and rec centers) than others did.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
s. You received poorer treatment than you deserved from a military health care provider.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
t. You were harassed by armed forces police.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

No, or does not apply		
Yes, but my race/ethnicity was NOT a factor		
Yes, and my race/ethnicity was a factor		
u. You had other bothersome experiences at your military job.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

[Ask if Q64 u = "Yes, and my race/ethnicity was a factor" OR "Yes, but my race/ethnicity was NOT a factor"] Please specify what other bothersome experiences you have had at your military job.

65. [Ask if Any Q64 a - u = "Yes, and my race/ethnicity was a factor" OR "Yes, but my race/ethnicity was NOT a factor"] Do you consider ANY of the behaviors which you marked in the previous question to have been... **Mark one answer for each item.**

	All		
	Some		
	None		
a. Racial/ethnic discrimination?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Sex discrimination?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Age discrimination?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Religious discrimination?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Other type of discrimination?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

[Ask if Q65 e > "None"] Please specify the other forms of discrimination you experienced.

66. [Ask if Any Q64 a - u = "Yes, and my race/ethnicity was a factor" OR "Yes, but my race/ethnicity was NOT a factor"] Do you think that DoD and your Reserve component have a responsibility to prevent the behaviors which you marked as happening to you? **Mark one.**

- ☒ No
- ☒ Yes, some of it
- ☒ Yes, all of it
- ☒ Does not apply

67. [Ask if INCIDENTF = "Yes"] Think about the situations you experienced during the past 12 months that involved the behaviors you marked in the previous questions as having happened to you because of race/ethnicity. Please indicate the event or set of related events that bothered you most.

	No	
	Yes	
a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Were condescending to you because of your race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Displayed tattoos or wore distinctive clothes which were racist?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Did not include you in social activities because of your race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Made offensive remarks about your accent or language skills?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. Vandalized your property because of your race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n. Physically threatened or intimidated you because of your race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
o. Assaulted you physically because of your race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
p. Other race/ethnic-related experiences?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
q. You were rated lower than you deserved on your last military evaluation?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
r. Your last military evaluation contained unjustified negative comments?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
s. You were held to a higher performance standard than others in your military job?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
t. You did not get a military award or decoration given to others in similar circumstances?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
u. Your current military assignment has not made use of your job skills?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
v. You were not able to attend a major school needed for your military specialty.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
w. You did not get to go to short (1- to 3-day) courses that would provide you with needed skills for your military job.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
x. You received lower grades than you deserved in your military training.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
y. You did not get a military job assignment that you wanted because of scores that you got on tests.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
z. Your current military assignment is not good for your career if you continue in the military.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
aa. You did not receive day-to-day, short-term tasks that would help you prepare for military advancement.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ab. You did not have a professional relationship with someone who advised (mentored) you on military career development or advancement.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ac. You did not learn until it was too late of opportunities that would help your military career.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ad. You were unable to get straight answers about your military promotion possibilities.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ae. You were taken to nonjudicial punishment or court martial when you should not have been.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
af. You were punished at your military job for something that others did without being punished.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ag. You were excluded by your military peers from social activities important to military career development and being kept informed.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ah. You got poorer military services (for example, at commissaries, exchanges, clubs, and rec centers) than others did.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ai. You received poorer treatment than you deserved from a military health care provider.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
aj. You were harassed by armed forces police.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ak. You had other bothersome experiences at your military job.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

68. [Ask if INCIDENTF = "Yes"] During the course of the situation you have in mind, how often did the behavior(s) occur?

- ☒ Once
- ☒ Occasionally
- ☒ Frequently

69. [Ask if INCIDENTF = "Yes"] How long did this situation last or, if continuing, how long has it been going on?

- ☒ Less than 1 week
- ☒ 1 week to less than 1 month
- ☒ 1 month to less than 3 months
- ☒ 3 months to less than 6 months
- ☒ 6 months or more

70. [Ask if INCIDENTF = "Yes"] Where did this situation occur? **Mark one.**

- ☒ At a military installation (for example, on base)
- ☒ Some behaviors occurred at a military installation and some did not
- ☒ Not at a military installation (for example, off base)

71. [Ask if INCIDENTF = "Yes"] Did any of the behaviors in the situation occur... **Mark one answer for each item.**

	Yes	No
a. At your military work (the place where you perform your military duties)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. During duty hours?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. In a military work environment where members of your racial/ethnic background are uncommon?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. While you were deployed?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

72. [Ask if INCIDENTF = "Yes"] How many offender(s) of each racial/ethnic group were involved in the situation? **Mark one answer for each item.**

	At least one	None
a. Unknown race/ethnicity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Multiracial/ethnic individual(s)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. White.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Black or African American.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. American Indian or Alaska Native	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Spanish/Hispanic/Latino	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

73. [Ask if INCIDENTF = "Yes"] Was the offender(s)... Mark one answer for each item.

	Don't know		
	No		
	Yes		
a. Someone in your chain of command?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Other military person(s), not in your chain of command, of higher rank/grade than you?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Your military coworker(s)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Your military subordinate(s)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Other military person(s)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. DoD/DHS civilian employee(s)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. DoD/DHS civilian contractor(s)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. A civilian from the local community?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Unknown person(s)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

74. [Ask if INCIDENTF = "Yes"] As a result of the situation, did you... Mark one answer for each item.

	No	
	Yes	
a. Try to ignore the behavior?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Try to avoid the person(s) who bothered you?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Tell the person(s) to stop?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Ask someone else to speak to the person(s) for you?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Settle it yourself physically?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Call a hotline for advice/information (not to file a report)?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Request a transfer?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Think about getting out of your National Guard/Reserve component?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

75. [Ask if INCIDENTF = "Yes"] Did you report this situation to any of the following National Guard/Reserve/DoD/DHS individuals or organizations? Mark one answer for each item.

	No	
	Yes	
a. Someone in your chain of command	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Someone in the chain of command of the person who did it	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Special military office responsible for handling these kinds of reports (for example, Military Equal Opportunity or Civil Rights Office)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	No	
	Yes	
d. Other person or office with responsibility for follow-up	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

[Ask if Q75 d = "Yes"] Please specify the other person or office with responsibility for follow-up.

76. [Ask if Q75 any a - d = "Yes"] What were your reasons for reporting the situation? Mark one answer for each item.

	No	
	Yes	
a. To prevent it from happening again	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. To prevent it from happening to someone else	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. To punish the person	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Other reason	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

[Ask if Q76 d = "Yes"] Please specify the other reason(s) you reported the situation.

77. [Ask if Q75 any a - d = "Yes"] Were you encouraged to withdraw your report?

☒ Yes

☒ No

78. [Ask if Q75 any a - d = "Yes"] How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.

	Very dissatisfied				
	Dissatisfied				
	Neither satisfied nor dissatisfied				
	Satisfied				
	Very satisfied				
a. Availability of information about how to follow-up on a report	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Treatment by personnel handling your report	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Amount of time it took/is taking to resolve your report	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
d. How well you were/are kept informed about the progress of your report.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Degree to which your privacy was/is being protected.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. The reporting process overall.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

79. [Ask if Q75 any a - d = "Yes"] Do you know the outcome of your report?

- ☐ Yes
☐ No

80. [Ask if Q79 = "Yes"] Was your report found to be true?

- ☐ Yes
☐ No
☐ They were unable to determine whether your report was true or not

81. [Ask if Q79 = "Yes"] How satisfied were you with the outcome of your report?

- ☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

[Ask if Q79 = "Yes" AND Q81 = "Dissatisfied" OR Q81 = "Very dissatisfied"] Please specify why you were dissatisfied with the outcome of your report.

82. [Ask if Q79 = "Yes"] In response to your report, was official action taken against... Mark one answer for each item.

	Don't know	No	Yes
a. You?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Don't know	No	Yes
b. One or more of the person(s) who bothered you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

[Ask if Q79 = "Yes" AND Q82 a = "Yes"] Please specify the official action taken against you in response to your report.

[Ask if Q79 = "Yes" AND Q82 b = "Yes"] Please specify the official action taken against one or more of the person(s) who bothered you in response to your report.

83. [Ask if INCIDENTF = "Yes"] Was the situation corrected?

- ☐ Yes
☐ No

84. [Ask if INCIDENTF = "Yes"] As a result of the situation, did you experience any... Mark one answer for each item.

	Don't know	No	Yes
a. Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Social retaliation (for example, ignored by coworkers, being blamed for the situation)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

85. [Ask if INCIDENTF = "Yes" and [Q75 a - d = "No" or "Missing"]] What were your reasons for not reporting the situation to any of the National Guard/Reserve/DoD/DHS individuals or organizations? Mark one answer for each item.

	Don't know	No	Yes
a. You thought it was not important enough to report.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. You did not know how to report.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You felt uncomfortable making the report.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. You took care of the problem yourself.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Yes	No
e. You did not think anything would be done.	<input type="checkbox"/>	<input type="checkbox"/>
f. You thought you would not be believed.	<input type="checkbox"/>	<input type="checkbox"/>
g. You thought reporting would take too much time and effort.	<input type="checkbox"/>	<input type="checkbox"/>
h. You thought you would be labeled a troublemaker.	<input type="checkbox"/>	<input type="checkbox"/>
i. You thought it would make your work situation unpleasant.	<input type="checkbox"/>	<input type="checkbox"/>
j. You thought your performance evaluation or chance for promotion would suffer.	<input type="checkbox"/>	<input type="checkbox"/>
k. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.	<input type="checkbox"/>	<input type="checkbox"/>
l. You were afraid of retaliation/reprisals from your chain of command.	<input type="checkbox"/>	<input type="checkbox"/>
m. You did not know the identity of the person(s) who did it.	<input type="checkbox"/>	<input type="checkbox"/>
n. Situation only involved civilian(s) off an installation.	<input type="checkbox"/>	<input type="checkbox"/>

PERSONNEL POLICY AND PRACTICES

86. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. **Mark one answer for each item.**

	Yes	No	Don't know
a. Senior leadership of my National Guard/Reserve component.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Senior leadership of my installation/ship.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. My immediate supervisor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

87. Has the military paid too much or too little attention to... **Mark one answer for each item.**

	Too little attention	The right amount of attention	Too much attention
a. Racial/ethnic harassment/discrimination?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Sexual harassment/discrimination?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Age harassment/discrimination?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Religious harassment/discrimination?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Other harassment/discrimination?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

88. Does your immediate military supervisor pay too much or too little attention to... **Mark one answer for each item.**

	Too little attention	The right amount of attention	Too much attention
a. Racial/ethnic harassment/discrimination?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Sexual harassment/discrimination?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Age harassment/discrimination?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Religious harassment/discrimination?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Other harassment/discrimination?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

89. In your opinion, if someone in the military reported racial/ethnic harassment/discrimination, would their chances of getting promoted be...

- ☐ The same
☐ Better
☐ Worse

90. In your military work group, to what extent... **Mark one answer for each statement.**

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Would members of your military work group feel free to report racial/ethnic harassment and discrimination without fear of reprisals?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Would complaints about racial/ethnic harassment and discrimination be taken seriously?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Would people be able to get away with racial/ethnic harassment and discrimination?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Are policies forbidding racial/ethnic harassment and discrimination publicized?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Are complaint procedures related to racial/ethnic harassment and discrimination publicized?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

TRAINING

91. In the past 12 months, have you had training on topics related to racial/ethnic harassment and discrimination?

☒ Yes

☒ No

92. [Ask if Q91 = "Yes"] My National Guard/ Reserve component's training... *Mark one answer for each item.*

	Does not apply/My training did not cover this					
	Strongly disagree		Disagree		Neither agree nor disagree	
			Agree		Strongly agree	
a. Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Identifies racial/ethnic behaviors that are offensive to others and should not be tolerated.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Gives useful tools for dealing with racial/ethnic harassment and discrimination.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Explains the process for reporting racial/ethnic harassment and discrimination.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Makes me feel it is safe to report offensive racial/ethnic situations.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Does not apply/My training did not cover this

	Strongly disagree		Disagree		Neither agree nor disagree		Agree		Strongly agree	
g. Promotes cross-cultural awareness.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Provides information about policies, procedures, and consequences of racial/ethnic harassment and discrimination.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Provides information on my National Guard/Reserve component's policies on participation in racist/extremist organizations, hate crimes, or gangs.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Promotes religious tolerance.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

93. [Ask if Q91 = "Yes"] In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?

☒ Very effective

☒ Moderately effective

☒ Slightly effective

☒ Not at all effective

SOCIAL PERCEPTIONS

94. To what extent do you feel... *Mark one answer for each item.*

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Comfortable interacting with people from different racial/ethnic groups?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Pressure from military members not to socialize with members of other racial/ethnic groups?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. The need to watch what you say when with people from different racial/ethnic groups?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. The need to watch your behavior (e.g., body language or facial expressions) when interacting with people from different racial/ethnic groups?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Comfortable interacting with people with different religious beliefs than you?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Pressure from military members to avoid socializing with members with different religious beliefs?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Comfortable being open about your religious beliefs with other military members?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

95. Do you agree with the ideals of organizations that... *Mark one answer for each item.*

	Yes	No
a. Support the separation of people based on race/ethnicity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Warn of the dangers of interactions between people of different races/ethnicities?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Point out the dangers of racial/ethnic diversity?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Advocate change to U.S. policies regarding racial/ethnic issues?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

96. Do you know any Reserve component members who you think should have been reprimanded in the past 12 months due to their... *Mark one answer for each item.*

	Yes	No
a. Participation in prohibited demonstrations, rallies, or other functions that were racist or negatively portrayed a racial/ethnic group?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Distribution of materials that were racist or negatively portrayed a racial/ethnic group to other military members?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Expressing negative opinions of other racial/ethnic groups?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Participation in acts of discrimination?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

97. At your military duty station, to what extent... *Mark one answer for each item.*

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Are racist/extremist organizations or individuals a problem?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Are hate crimes a problem?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Are gangs a problem?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

[Ask if Q97 a - c = "Large extent" or "Very large extent"] In the previous question you indicated that there are problems at your military duty station. Please specify.

98. In the local community around where you live, to what extent... *Mark one answer for each item.*

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Are racist/extremist organizations or individuals a problem?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
b. Are hate crimes a problem?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Are gangs a problem?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

[Ask if Q98 a - c = "Large extent" or "Very large extent"] In the previous question you indicated that there are problems in the local community around where you live. Please specify.

MILITARY/CIVILIAN COMPARISONS

99. In your opinion, how often does racial/ethnic harassment and discrimination occur at military workplaces compared to civilian workplaces?

- ☒ Much less often in the military
- ☒ Less often in the military
- ☒ About the same in the military
- ☒ More often in the military
- ☒ Much more often in the military
- ☒ Don't know

100. How do the opportunities/conditions for people of your racial/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? *Mark one answer for each item.*

	Much better as a civilian	Better as a civilian	No difference	Better in the military	Much better in the military
a. Freedom from harassment.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Freedom from discrimination.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Freedom from retaliation.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Freedom from extremism/hate crimes	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Freedom from gangs	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Much better as a civilian	Better as a civilian	No difference	Better in the military	Much better in the military
f. Race/ethnicity relations overall	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

101. In your opinion, have race/ethnic relations in our nation gotten better or worse over the last five years?

- ☒ Better today
- ☒ About the same as five years ago
- ☒ Worse today

102. In your opinion, have opportunities in our nation gotten better or worse over the last five years for people of your racial/ethnic background?

- ☒ Much better
- ☒ Better
- ☒ Neither better or worse
- ☒ Worse
- ☒ Much worse

103. [Ask if Q15 > 5] In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with the last five years?

- ☒ Much less often
- ☒ Less often
- ☒ About the same
- ☒ More often
- ☒ Much more often

104. [Ask if Q15 > 5] In your opinion, have racial/ethnic relations overall in the military gotten better or worse over the last five years?

- ☒ Better today
- ☒ About the same as five years ago
- ☒ Worse today

105. [Ask if Q15 > 5] In your opinion, have opportunities in the military gotten better or worse over the last five years for people of your racial/ethnic background?

- ☒ Much better
- ☒ Better
- ☒ Neither better or worse
- ☒ Worse
- ☒ Much worse

FURTHER BACKGROUND INFORMATION

106. In what state do you currently reside?

107. What is your religion, if any?

[Ask if Q107 = "Other religious belief"] Please specify your other religious belief(s).

TAKING THE SURVEY

108. Thank you for participating in the survey.

There are no more questions on this survey. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Your comments will be viewed and considered as policy deliberations take place. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. Your feedback is useful and appreciated.

REPORT DOCUMENTATION PAGE					<i>Form Approved OMB No. 0704-0188</i>	
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